

THE TIMES 1785-1985 Tomorrow Water, transport, energy Why we should spend more on the fabric of the nation Killing fields Cambodian survivor with an Oscar nomination for playing himself Hush-hush Miles Kingdon on the secret thoughts of the BBC Global view Analysis of English Irish and Scots World Cup performances

THE TIMES Portfolio The Times Portfolio competition daily prize of £2,000 was won yesterday by Capt R. L. Scott-Bowden of Camberley, Surrey. Portfolio list, page 14; how to play, information service, back page On Saturday, £22,000 is available to be won - the £20,000 weekly prize as well as the daily prize of £2,000

Dairy farm shops avoid EEC levy Dairy farmers who have retail outlets for their products have been relieved of an EEC-imposed double penalty. An agreement in Brussels also means that farmers in Northern Ireland will not be penalized for exceeding the quota Page 2

Hunger exodus At least a million Sudanese farmers and nomads are on the move in a desperate search for food, while at least 3,000 refugees arrive daily from outside Sudan Page 6

Sizewell attack Lawyers representing the Central Electricity Generating Board at the Sizewell public inquiry into a pressurized water reactor (PWR) attacked the credibility of some scientists who had given evidence against the scheme Page 2

Nicaragua offer Mr Larry Speakes, the White House spokesman, welcomed Nicaragua's invitation to US congressmen to visit the country and see the truth of its military development Page 6

Midland blow The Midland is the only one of Britain's big four clearing banks refused a full licence by Australia, which has allowed 16 foreign banks access Page 15

Moncreiffe dies Sir Iain Moncreiffe of that ilk, the noted genealogist, has died at his London home, aged 65 Obituary, page 12

Leader page 11 Letters: On dollar earnings from Lord Jellicoe and Dr N B Smith; pensions, from Prof Sir J Bull

Leading articles: Vested interests; the Mubarak initiative; crime and the coal strike. Features, pages 10, 13

Easing Spain's entry into the EEC; Israeli discord over the withdrawal from Lebanon; Reagan heading for a Central American defeat; Scargill's defeat; Thatcher's opportunity; a profile of Arthur C. Clarke Books, pages 8 and 9

Eamon Duffy reviews Edward Norman's book about Roman Catholicism; Peter Jones on Greek, Robert Nye on poetry, Isabel Raphael on fiction, Geoffrey Moorhouse on Persian Monarchs. Classified, pages 23 to 34

General appointments; La creme de la creme Obituary, page 12

Sir Ian Moncreiffe of that ilk, Mr Paul Horroff

Home News 2-4 Diary 10 Overseas 5-6 Law Report 12 Arts 16 Parliament 12

Day of panic as bankers attack the dollar

By David Smith, Economics Correspondent

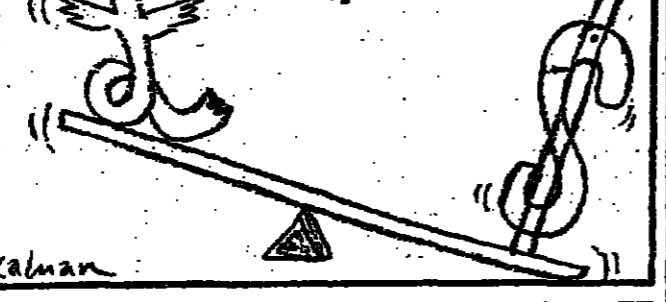
A concerted attack by European central banks, including the Bank of England, sent the dollar plunging yesterday, in a dramatic day on the foreign exchanges. The central banks, led by the West Germans, mounted their attack on the dollar in the morning, as the markets were still nervously assessing Tuesday's comments on the dollar by Mr Paul Volcker, chairman of the US Federal Reserve Board.

The effect was dramatic and a bout of near panic selling of the dollar set in. Against the mark, the dollar tumbled from DM3.45 to DM3.27 in two hours. The pound rose by nearly six cents between 10am and lunchtime - from below \$1.05 to \$1.1050. It settled back to close at \$1.0900, a gain of 3.65 cents on the previous day and 5.3 cents up on the trading low of \$1.0370 reached on Tuesday. The sterling index rose by 1.4 to 71.6.

It was a day that foreign exchange dealers were glad to see end. "It's been terrible, absolutely dreadful," said the manager of one bank foreign exchange dealing room. "Everybody here is sitting, staring into space. They're all shell-shocked."

Another dealer said: "The central banks caught us with a sucker punch. They chose exactly the right moment. A lot of blood has been spilt." The chaos was caused by the central bank raid on the dollar, in which the West Germans sold "several hundred" millions of dollars.

Market estimates suggested that of a total \$1 billion in dollar sales, the West German central bank sold about \$600 million. The rest was sold by the Bank of England, the Bank of France, the Bank of Italy and the central banks of Norway, Belgium, the Netherlands and Austria.



French fury grows over Rabin slur

From Christopher Walker, Jerusalem

Mr Yitzhak Rabin, Israel's Defence Minister, has provoked a diplomatic incident with France by his reported use of an abusive Hebrew term commonly translated as "bastards" to describe members of the large French contingent of Unifil, the United Nations interim force in Lebanon.

The Israeli Ambassador to Paris was summoned to the Quai d'Orsay to explain Mr Rabin's outspoken attack, which was first made public by Israel television after it was delivered, supposedly behind closed doors, to members of the Knesset's foreign affairs and Defence committee.

Earlier, prompted by extreme anger among French officers on the ground in southern Lebanon, the defence and foreign ministries in Paris had issued a joint statement strongly attacking Mr Rabin's alleged criticism.

The bizarre incident followed days of mounting tension between the Israeli army and French UN troops in the Shiite Muslim villages east of the Lebanese port of Tyre, and area

It surprised him, he said "that self-appointed guardians of open government should protest even at the tip being exposed", a direct reference to a leader in this newspaper on Tuesday which suggested that he might have been better advised to keep his own counsel.

"The funniest part of a Speaker's life is in the Chamber. It is behind the scenes that the tension comes; the real strain, the real pressures. That is why stories are told, not to hurt any individual. "The story had to be told through people who were playing a major part in Parliament. The strength of character of the Speaker is tested far more behind the scenes than when he is sitting in the Chamber with a wig on his head."



The Pope with Mr Gromyko at the Vatican yesterday. They met for nearly two hours and afterwards the Soviet Foreign Minister said: "It was good." Vatican charm, page 5.

Fowler to use TV in heroin campaign

By Nicholas Timmins

The Government yesterday launched a £2.4 million campaign against heroin abuse in the young, with more than two million leaflets for parents, teachers and other professional people.

It includes a £750,000 television advertising campaign being run against expert advice. Two television films have been made and the campaign's approach is to deal with the facts and consequences of missing heroin rather than a "shock horror" approach which Mr Norman Fowler, Secretary of State for Social Services, said yesterday was shown by research as likely "at best to be ineffective and at worst counter-productive".

Leaders on drug misuse and on what parents can do about it have been prepared. With an estimated 50,000 regular heroin users in Britain and with the number rising, Mr Fowler said the aim was to discourage drug misuse in the young, without pictures of coffins or tactics that could glamorize the drug.

The television campaign has been undertaken against the recommendations of the Advisory Council on the Misuse of Drugs. It said last year that national campaigns aimed at reducing the incidence of drug misuse should not be attempted for fear of creating more interest in drugs.

Mr Fowler said those were real considerations, but research had concluded that a campaign aimed specifically at de-glamorizing heroin could help.

The Government's initiative was welcomed by the Standing Conference on Drug Abuse, but Mr David Turner, its coordinator, said it was opposed to television advertising.

Similar campaigns in the United States in the 1970s had not cut the rise in drug abuse and a campaign against excessive drinking in north-east of England had not cut consumption, he said.

The Central Office of Information, which is co-ordinating the campaign, said it expected an apparent rise in the number of addicts as people came forward to seek help.

Mr Fowler: No shock horror approach

No legal action over MI5 phone tap film

By Julian Haviland, Political Editor

Ministers have decided that there must be no prosecution of those concerned in making a film about the work of MI5 because some of the revelations about the tapping of the telephones of prominent trade unionists and CND activists are true, and further exposure would not serve the public interest.

The Prime Minister, Mr Leon Brittan, the Home Secretary, and their advisors are adamant that it would be wrong to allow the principles and methods of working of the security service to be discussed and challenged in open court; and that a secret trial under section 2 of the Official Secrets Act would cause a political furor after the acquittal of Mr Clive Posting.

No formal decision has yet been made. A senior member of the staff of the Director of Public Prosecutions looked last Friday at the film, which was made for Channel 4 television but banned by the Independent Broadcasting Authority on Legal advice that its transmission would be a criminal offence under the Act.

A decision to prosecute would require the consent of Sir Michael Havers, the Attorney General, once he received the DPP's report. Sir Michael's office said last night that the report had not been received. But Sir Michael does not have to wait before consulting ministerial colleagues where he thinks there may be important considerations of public policy. Nor do his colleagues have to wait before preparing their advice, which in this case is already prepared and is uncompromising.

Lange row with US worsens

By Henry Stanhope

New Zealand's Prime Minister, Mr David Lange, arrived in Britain yesterday amid a worsening quarrel between him and the United States over his anti-nuclear stand. He arrived from Los Angeles after complaining of the "serious and damaging" consequences of a US decision drastically to reduce defence co-operation and the flow of intelligence from Washington to New Zealand.

From Canberra there came news that the Australian Prime Minister, Mr Bob Hawke, had made clear there could be no question of passing his own US intelligence to Wellington. Nor is Mr Lange likely to hear words of comfort on Monday, when he meets Mrs Margaret Thatcher, who has taken her stand alongside the Americans.

The quarrel is over New Zealand's refusal to allow nuclear-armed or nuclear-powered vessels into its ports.

Majority of miners are now working

As the majority of NUM members are now at work, pressure is growing within the union to order a return without an agreement on pit closures. Nottinghamshire police are to be sued for false imprisonment and wrongful arrest after a decision to drop charges of unlawful assembly against dozens of striking miners page 2

The Government is now admitting that the cost of the dispute has probably passed £2 billion, at least £500 million more than Whitehall's last estimate in December.

By Paul Routledge, Labour Editor

More than half the miners are given to the TUC general council yesterday and now in the hands of The Times. (extracts, page 2) indicate that Mr Arthur Scargill, president of the NUM, and his executive have been made aware by the TUC general secretary, Mr Norman Willis, that the docu-

Table: Miners at work yesterday. Columns: Area, New at faces, Total work, % at work. Rows: Scotland, North-east, Yorkshire, Western, S Wales, N Derbs, S Midlands, (incl. Kent), Notes.

Source: NCB area offices. The figures in the table relate to miners at work yesterday and do not include working miners who were sick or on leave. Some area totals do not include strike-club and other categories of workers.

Police to be sued Parliament Ronald Butt Leading article 11

ment "would form part of the final settlement." The NUM wants to amend the paper in direct negotiations with the board.

Mr Willis said after the general council meeting yesterday that the TUC's seven-man monitoring committee was still working to achieve a negotiated settlement. "We are looking for openings for openings. At the moment we have no talks, but the pressure to achieve this will continue."

Mr Willis also cast doubt on the value of the majority of miners working. "I do not think the position is changed by the pressure of percentages." "I believe very strongly if you rely on people just going back it is bad for miners, bad for the mining industry and bad for the management of the mining industry. There must be agreement." Confidential documents Continued on back page, col 6

Scotland basks in 84°F

The whole of Britain enjoyed the exceptionally mild weather, yesterday, with the most northerly part of the mainland basking in bright sunshine. A thermometer at Melness, Sutherland registered 84°F. In the south-west temperatures were around 15°C (61°F), more than twice the average for the time of year. The sudden shifts between extreme cold and very mild weather will make the average temperature for December, January and February an unremarkable 4.7°C, the London Weather Centre said. Southerly winds have been responsible for the current mild spell, and as these move westwards, it will gradually become colder. Weather, back page

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Ex-Speaker's thunderous rebuke for The Times

By Alan Hamilton

Lord Tonypanody, the former Speaker of the House of Commons whose recently published memoirs have been criticized on the grounds of indiscretion, conducted a spirited defence of himself yesterday, with particular reference to The Times. Speaking at a London literary luncheon, the former Mr George Thomas, his voice still melodiously Welsh in spite of a recent serious throat illness, said that his book, which makes clear his likes and dislikes among well known parliamentary figures, was "only the tip of a very large iceberg."

CEGB attacks credibility of anti-Sizewell scientists

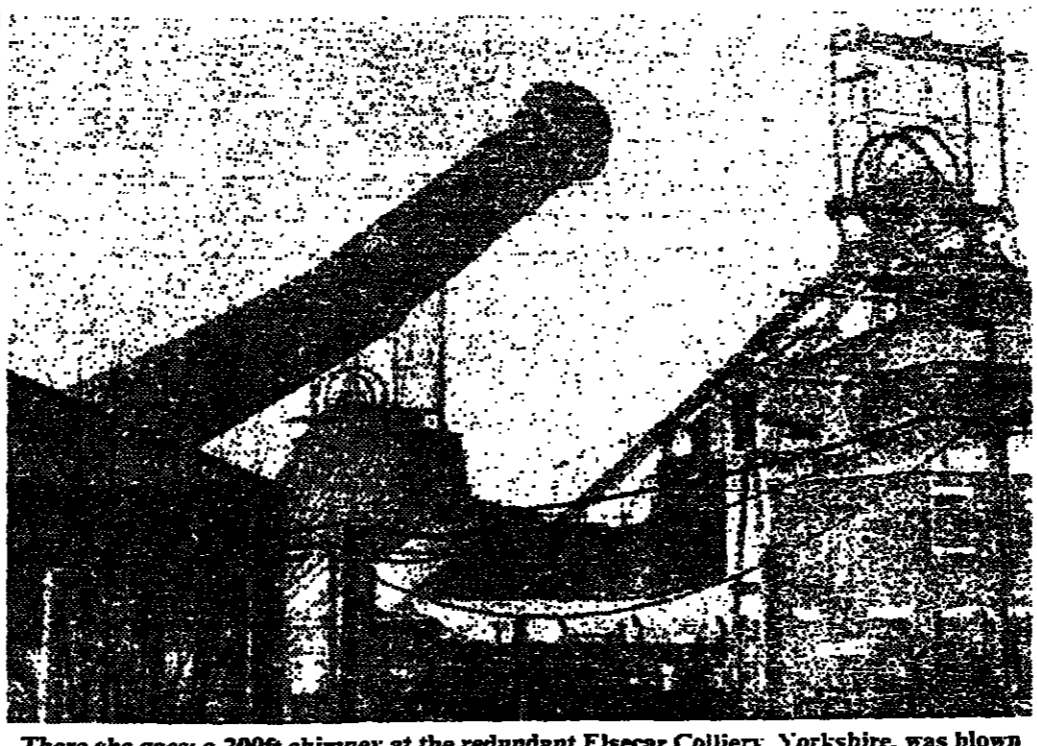
From Pearce Wright, Science Editor, Snape

The credibility of scientists giving evidence for opponents of the Sizewell B nuclear power station came under attack yesterday from lawyers representing the Central Electricity Generating Board.

IBA chief defends ban on M15 programme

By David Hewson Arts Correspondent

Mr John Whitney, Director-General of the Independent Broadcasting Authority, yesterday defended its decision to ban a Channel 4 programme about M15, and said that the authority could have faced a criminal prosecution if the programme had been broadcast.



There she goes: a 200ft chimney at the redundant Ebscar Colliery, Yorkshire, was blown up yesterday by a striking miner. Mr Stephen Ruddy, aged 23, of Cobcar Street, Ebscar, won the right to press the button in a benefit raffle for disabled miners.

Pit pickets to sue police after charges are dropped

From Craig Seton, Nottingham

Nottinghamshire police are to be sued for false imprisonment and wrongful arrest after their decision to drop charges of unlawful assembly against dozens of striking miners arrested at a mass picket outside a colliery seven months ago.

re-entering the county, where most of the miners have worked throughout the strike. At yesterday's hearing he unsuccessfully appealed to the magistrates for the travelling expenses of the men to be met.

Crime rise in Brixton

By Colin Sampson, Chief Constable of West Yorkshire

The miners' strike has had a devastating effect on the amount of crime in Brixton, south-west London, and the implementation of the Metropolitan Police Commissioner's strategy, Chief Superintendent Anthony Speed, the officer in charge, told The Times.

Dismissals dominate Wales case

When Mr Emlyn Williams, president of the South Wales miners, attends the national executive meeting in Sheffield today, he will say that there can never be a treaty with the National Coal Board unless the case of miners who have become known as the St John's Four is resolved.

TUC chronicles peace attempt

The following are extracts from TUC documents which chronicle its attempts last week to settle the pit strike.

The first extract, from the report presented to yesterday's finance and general purposes committee, shows why the TUC believed it had power to reach agreement on behalf of the NUM.

Labour affirms support for strike

By Philip Webster Political Reporter

The Labour Party is "unequivocally" behind the miners' remaining on strike, Mr James Mortimer, the party's general secretary, said yesterday after a meeting of the ruling national executive committee at which divisions surfaced over the role of the TUC in attempting to bring an end to the dispute.

Invest your own cash in big projects, MPs told

Cabinet ministers should be required to invest personally in government-backed industrial projects to avoid another DeLorean-style flop, according to Lord Bruce-Gardyne, a former Treasury Minister.

Lord Bruce-Gardyne, a persistent critic of the DeLorean car project long before it collapsed in 1982 with the loss of £77m of taxpayers' money, put forward the idea in a late-night House of Lords debate.

Seized cash 'for meat business'

Dublin government sources were adamant last night that intelligence officers had correctly identified Ir£1.75 million in an Irish bank as IRA cash despite the claim of Mr Alan Clancy, an international businessman, that the account was not connected with the terrorists.

Panorama protest

A BBC television Panorama programme on Zimbabwe last Monday has provoked a complaint from Prime Minister Mr Robert Mugabe according to diplomats in London.

No sweat

A government investigation found little evidence of low pay and dangerous conditions in the traditional "sweatshop" areas of the West Midlands, Leicester and the East End of London.

Handcuff rescue

Police Constable Stephen Kettle of Colchester yesterday saved a girl threatening to jump from a bridge over a main road, with the handcuffs he was wearing. He offered her a cigarette, then grabbed her, snapping the handcuffs on her wrist. When she jumped, PC Kettle took her full weight, then pulled her safe.

Dispute spreads

The dispute over new technology at the Express & Star, Wolverhampton, yesterday spread to its sister paper, the Shropshire Star, where some print workers were suspended, and Precision Colour Printing, of Telford, where 15 people were sent home for holding a meeting in working hours.

Badgers plea

The Nature Conservancy Council has called on the Government to put an immediate end to its policy of killing badgers to control bovine tuberculosis. It says there is no clear evidence that the policy has had an effect on the course of the disease in cattle.

Saboteur arrests

Twenty hunt saboteur protesters were arrested and three injured after scuffles during an attempt to disrupt the Waterloo Cup hare coursing event at Altcar, near Formby, Merseyside.

Champion of Canada

Kevin Spraggitt, of Canada, won the Novag Commonwealth Chess Championship, by a tie-break, for the second year in succession, drawing with Murshad in the final round in London Docklands Museum.

Killer's plea

Colin Evan, who was jailed for life in December for the murder of Marie Payne, aged four, has written to his MP to ask to be moved from prison to hospital.

Dairy farm shops get EEC relief

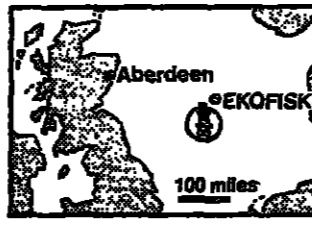
By John Young, Agriculture Correspondent

Thousands of dairy farmers who sell to shops or the public have been relieved of a threat to their livelihoods by an agreement reached in Brussels yesterday.

Sinking seabed worries Ekofisk oilmen

By David Young Energy Correspondent

Insurance loss adjusters from London have been called in by scientists and engineers after the discovery that a large section of the seabed in the centre of Norway's largest offshore oilfield, Ekofisk, is sinking as oil is drawn from the underground reservoir.



The Norwegian Government and the field's operator, Phillips Petroleum Norway, have admitted that the discovery is causing "serious concern".

The water depth in the field appears to have increased from 70 metres, when the field started production in 1971, to over 71 metres.

Because of the difficulty in accurately measuring water depth in an area of high tides and severe weather, eight independent teams have been set up by Phillips to investigate the matter.

There are 18 large offshore oil production structures in the Ekofisk field and studies are being made to see what strengthening may be required.

The potential costs could run into several billions of pounds. Environmental groups in Norway have suggested there could be considerable damage to coastal communities if the seabed suddenly drops and creates a tidal wave.

Teachers asked to find conciliator

By Lucy Hodges, Education Correspondent

As teachers' strikes again caused widespread disruption yesterday, the local authority employers asked the teachers to help them to find an independent conciliator in an effort to break the deadlock.

However, Mr Fred Jarvis, general secretary of the National Union of Teachers, the biggest teachers' union, expressed grave reservations and said he was writing back to the employers for clarification.

In the meantime, the union continues with its indefinite campaign of three-day rolling strikes.

Mr Nigel de Grunby, deputy general secretary of the National Association of School-

of the management panel and Conservative chairman of the Association of County Councils' education committee, said the employers were deeply concerned about the deadlock in negotiations in the present pay dispute and the effects on pupils of industrial action.

The NUT announced yesterday that it was intensifying its strikes and extending them to 255 schools in 27 local authorities.

Ten further councils face strikes, they are: Hertfordshire, Surrey, Oxfordshire, Buckinghamshire, Clwyd, Dyfed, and the London boroughs of Harrow, Hillingdon, Merton and Hounslow.

Kerb crawling clause in Bill is passed

By John Winder

The first clause of the Sexual Offences Bill, making it an offence for a man to "kerb crawl" in search of sexual intercourse from prostitutes who are affected by a whole neighbourhood and the whole community suffered.

Mr Ernest Roberts, Labour MP for Hackney North and Stoke Newington, said that in part of his constituency gates had been used across roads to stop kerb crawling but that meant the kerb crawlers merely moved to the next road.

Mr Peter Walker, Secretary of State for Energy, said that the Government was very concerned about the state of pits and the loss of markets. The only way the industry would recover from the present appalling position was if the spirit in the industry was good.

The Government therefore wanted an agreed settlement but were apprehensive of wording which would lead to more battles thereafter. When Nacods secured the board's agreement to an independent review body, the Government did not particularly like it, but were now committed to see it in operation as soon as possible.

Nacods would co-operate with this and it had not been necessary in their agreement to write in that the existing procedure would apply until the new one was in operation.

With the NUM however, the application of the Nacods wording could afford the union an opportunity to delay agreement on the new Colliery Review Procedure and so prevent the board from closing any pits. From the board's view this could not be accepted; there could be no NUM veto.

The Secretary of State asked if the NUM undertook that any document agreed now between the NCB and NUM would be the final wording on the matters covered by it. The Prime Minister added that this was a very important point.

The TUC representatives said that the NUM knew the position and also that once such a document was agreed between the NUM and the NCB would then have to negotiate on the outstanding matters between them.

In further discussion on the difference between the Nacods agreement and the NCB document of February 13, Mr Walker said that a safeguard must be found which did not provide an opportunity for anyone to procrastinate in reaching

Table with 2 columns: Item and Price. Includes items like The Times overseas selling prices, Australia 80c, Canada 85c, etc.

Tourist board condemns ministers for lack of policy and support

By Richard Evans, Lobby Reporter

The English Tourist Board publicly condemned the Government yesterday for its lack of policy and support for Britain's booming tourist industry.

million, the Government should acknowledge "the potential in this industry, which needs to be encouraged".

Asked by Mr Kenneth Warren, Conservative MP for Hastings and Rye and the committee chairman, if the Government was failing to provide cash support for tourism policy, Mr Bluck said: "I personally do not think we really have got a policy."

Although tourism is Britain's biggest growth industry and employer, creating 50,000 new jobs a year, and every £1 of government support generated £178 of tourist income...

The board's evidence partially reflects the fury and anger within the board after the government decision last December not to increase the board's budget in cash terms.

The board also wants the Government to relax laws and regulations restricting tourism, including restraints on Sunday trading and licensing laws.

Ford denies cheating over diesel

By Clifford Webb

Ford clashed with the RAC last night over its claim that British motorists are being "cheated" into buying expensive diesel-engine cars as the answer to cheaper motoring.

Courses for 'micro-shy' executives

A computer college which opened in London yesterday is offering courses to executives whose computing skills are inferior to those of their staff and even of their children.

IRA support denied at bomb trial

An Irishman's support for the republican movement Sinn Fein did not link him with the IRA, a Central Criminal Court jury was told yesterday.



Not bittered up: The Prime Minister being asked by Bob Geldof, who organized the Band Aid record, why the EEC "butter mountain" was not being used for famine relief. He was among people to whom Mrs Thatcher paid tribute at the Daily Star Golden Awards in London

Nurse died after double chin surgery

Mrs Amanda Talbot-Martin died on an operating table at Stoke Mandeville hospital, Buckinghamshire, hours after having the cosmetic surgery she had longed for, an inquest was told yesterday.

Temporary time warp for Dr Who

The BBC's 22-year-old time-travelling series, Dr Who, has become the latest victim of the new broadcasting boom.

Guidelines on Aids for prisons

New guidance and information on Aids has been issued to prison staff and inmates, Mr David Mellor, Under Secretary of State at the Home Office, said yesterday.

Temporary time warp for Dr Who

The news, broken to production staff on Tuesday, rapidly spread to the Doctor Who Fan Club, which protested to the BBC.

IRA support denied at bomb trial

In his closing speech, his defence counsel, Mr Michael Mansfield, protested about the statement by the counsel for the prosecution, Mr Roy Amlot, that Sinn Fein was the IRA's political wing.

Award for gun raid hero

Mr Ian Duncan, a former rugby player, who blocked a gunman's escape after armed police had foiled a £430,000 raid, was awarded £250 at the Central Criminal Court yesterday.

Two jailed for fake scent conspiracy

Two men were jailed yesterday and a third received a suspended prison sentence for their parts in a plot to flood shops with £7 million worth of fake perfume and aftershave.

PC rejects rape claim

A police constable said to have raped a woman in a police station cell told a stipendiary magistrate in Manchester yesterday that the allegation was a lie.

PC rejects rape claim

Reubens, based for more than five years at Greenheys police station, the focal point of racial riots in 1981, was the first of the officers to give evidence.

PC rejects rape claim

Dr David Johnston, a casualty officer at Manchester Royal Infirmary, who examined Miss Berkeley two days after the allegations told the magistrate, Mr Glynmor Jones, that she complained only of a sore neck and slight bruising.

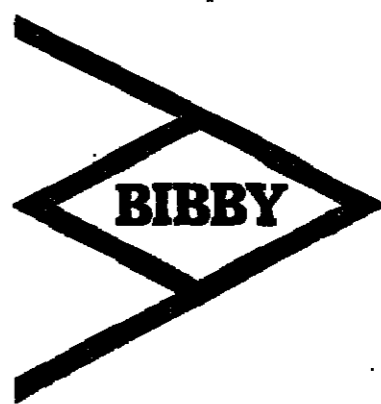
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Two major acquisitions further strengthened and diversified our activities in 1984. A Distribution Group was formed following the acquisition of Thos. Barlow (Holdings) Limited, and the Industrial Group was reinforced by the addition of J & J Makin Paper Mills PLC. With an increased contribution from the Agricultural Group, turnover went up to £289 million and profits rose 16.4% to a new record of £21.4 million. The payment of a final dividend of 3.55p per Ordinary Share is being recommended.

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1979

£10.8m

Total equity of Sterlin Limited acquired.

1980

£12.1m

Acquisition of major shareholding in Furmanite International Ltd.

1981

£15.1m

Acquisition of European laboratory glassware business of Corning Ltd.

1982

£18.4m

Both Industrial and Agricultural Groups strengthened by investment and acquisition.

1983

1984

PARLIAMENT FEBRUARY 27 1985 Trade and industry Plight of refugees Housing debate

Britain pressing US to maintain free trade

PROTECTIONISM Mr Norman Tebbit, Secretary of State for Trade and Industry, said he hoped Britain would be able to continue to persuade the United States that her own interests, as much as those of the rest of the world, lay in free trade.

advocating a 20 per cent import surcharge as a means of coping with their balance of payments problems. Mr Tebbit said it would be most regrettable if industry in the United States sought to solve difficulties, which had been made in the rest of the world, at the expense of the rest of the world.

Overseas miners benefit

COAL IMPORTS Coal and oil imports in 1984 amounted to £18.8 billion, Mr Norman Lamont, Minister of State for Industry, told the Commons in answer to a question about the coal dispute from Mrs Ann Clwyd (Yvon Valley, Lab).

British exports recovering well

MANUFACTURES British manufactured exports were now recovering very well, Mr Norman Tebbit, Secretary of State for Trade and Industry, said during Commons questions.

Firms returned to private sector doing very well

PRIVATIZATION In general all the businesses which the Government had returned to the private sector had been doing very well, Mr Norman Tebbit, Secretary of State for Trade and Industry, said during Commons questions.

concerned in either Sheffield Forge Masters or the possible participants in Phoenix 2. There is no guarantee of success if these companies stay in the public sector and he has characterized the Government's decision to buy certain privatization as an extremely successful one.

Councils allowed to keep more of their receipts

LOCAL SPENDING Local authorities would be allowed to keep the receipts from the sales of some of their built themselves and when buying a property for resale, Mr Ian Gow, Minister for Housing and Construction, announced in the Commons during a debate on local authority capital expenditure.

The Prime Minister's own local authority, the London borough of Barnet, made clear it was dependent on capital receipts for 50 per cent of its housing and home improvements programme.

Other governments, including the Labour government, had set out for the rest of the country what was necessary if they were to restore honest money and sound finance. What mattered was that the Government cut from its predecessors was that where they lost their nerve, the present Government would keep its nerve.

Waller: Considerable US tariff barriers

Mr Gary Waller (Keighley, C): Our share of world manufacturing exports is being choked by the tariff barriers other countries may raise against us.

VE Day plea for Hess

HOUSE OF LORDS A suggestion that Rudolf Hess should be released from Spandau Prison as a gesture of goodwill on the 40th anniversary of VE Day was made during question time in the House of Lords.

Replacement of trees

A Bill was introduced into the Commons which required that any trees in woodland with preservation notices in place and one of which had been removed and replaced.

Peers ask for more assistance

REFUGEES A refugee was like every other human being and deserved the same care and courtesy, Viscount Brentford (C) said in making his maiden speech in a Lords debate on the situation of refugees in the third week of Commons questions.

Cardinal's call for new conversion

By Clifford Longley Religious Affairs Correspondent The conversion of Europe to Christianity has to be started again as if it had never happened.

Compromise on costs for defendants

The Government has agreed after pressure from Opposition peers that magistrates' courts should have the power to award costs to acquitted defendants.

Sex libel damages for actress

The actress, singer and dancer Sharon Lee-Hill, aged 26, won substantial libel damages in the High Court yesterday over allegations in The Daily Mail that she was having a sex relationship with Mr Trevor Nunn, the director.

Elderly care needs better management

Elderly people could receive better social services at no extra cost to the ratepayer by better management of services and more careful selection of who receives them, according to a two-year study by the Audit Commission.

Colt sheds jobs

Colt International, the heating and ventilation company, is to make 32 of the 300 workers redundant at its plant in Havant, Hampshire.

Fluoridation discussions in public

Consideration of the remaining amendments to the report stage of the Government's Water (Fluoridation) Bill was adjourned in the Commons in the early hours of today.

Parliament today

Debate on Welsh affairs. Lords (3): Prosecution of Offences Bill (third reading). Debate on taxation of pensions and benefits.

Cardinal Hume: 'political chasm'

Each individual national part of the Roman Catholic Church had to find its own vision beyond local boundaries to consider its responsibility to the whole continent, he said.

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Diplomatic flurry raises hope for fresh peace dialogue in Middle East

From Christopher Walker, Jerusalem

A flurry of diplomatic activity between Jerusalem and Cairo... more intense than anything seen in three years of the "cold peace"... has encouraged speculation that efforts to revive the deadlocked Middle East peace process could soon show results.

Yesterday, Mr Shimon Peres, Israel's Prime Minister, spent an hour with the second special envoy from President Hosni Mubarak of Egypt to visit Israel within 24 hours.

Lebanese and Israelis frontline shoot-out

From Robert Fisk, Beirut

For the first time since 1948, the Middle East's undeniably strongest and undoubtedly weakest armies came into conflict yesterday when Israeli and Lebanese troops shot at each other in a 90-minute confrontation in southern Lebanon.

Lebanese reports said last night that an Israeli armoured column, including several Merkava tanks, retreated across the front line south of Sidon when Lebanese soldiers fired rocket-propelled grenades and heavy machine-guns at the Israeli troops.

According to the Lebanese Army command in Beirut, Lebanese Government troops opposite the Israeli front line observed an Israeli foot patrol approaching the village of Kawthariat as-Sayyad - outside the Israeli line - just after midday and fired several bullets into the air to warn them off.

Shortly afterwards, a column of tanks and armoured personnel carriers moved towards the

Britain last night welcomed the initiative taken by President Mubarak (Henry Stanhope writes). "It is encouraging that practical ideas are now being put forward and we are glad to see the Israeli Prime Minister's positive response," the Foreign Office said.

"We hope it will be possible to take these interesting proposals forward. There is a need for all parties to keep up the momentum."

progress is being made," the official added.

A key element in the talks here has been the close involvement of Mr Ezer Weizman, one of the men behind the original Camp David peace negotiations. Now designated as Minister with Responsibility for Arab Affairs, he accompanied Mr Peres on his crucial trip to Romania last week when the first secret meeting with an Egyptian envoy took place.

Mr Weizman, a former Defence Minister, was asked whether he saw the Mubarak initiative as bearing fruit. "I think so, and this is not only his initiative. An initiative is not one-sided, it requires two sides," he replied.

He added that he would not describe this as a manoeuvre but rather "as a link in a long

chain which began at the end of the 1970s with the Sadat-Begin initiative for the beginning of a Middle East peace process."

Politicians from the Likud bloc, the right-wing partners of Israel's National Unity Government, have been much more sceptical about the renewed contacts, dismissing them as "a publicity stunt" containing nothing of substance. Deputies noted pointedly that Mr Mubarak was due soon in Washington with a large aid request.

Israeli political observers here have predicted repeatedly in recent months that any genuine advance towards peace involving talks over the future of the occupied West Bank would split the Government.

"If the Government takes step to cut even one metre of Eretz Israel off, the Likud will not stay in the coalition for one minute," Mr Dov Shilansky, a Likud deputy said. He was referring to the belief that Israel has a biblical right to sovereignty over the West Bank.

The mystery surrounding the contacts was intensified by the unsuccessful attempt to disguise that identity of the first Egyptian envoy to arrive here. He was Mr Osama el-Baz, Mr Mubarak's closest aide and one of the architects of the recent accord between King Hussein and Mr Yassir Arafat, the PLO chief.

Journalists waiting outside the Prime Minister's residence were dazzled by Israeli search lights and jostled by security men as they tried to approach the car in which Mr el-Baz left, his hands covering his face. His desire for anonymity was unexplained although the treat of possible assassination by Palestinian radicals was seen as a possible reason.

Whatever the outcome of the renewed contacts, Israeli sources are convinced that at least they will thaw Israeli-Egyptian relations. There were reports yesterday that the chances of a Peres-Mubarak summit have improved.

● KUWAIT: A close aide to Mr Arafat, the Palestinian leader, criticized Egypt's latest proposals for Middle East peace talks, saying they represent a big concession to the US and exclude the Soviet Union from any negotiations (Reuter reports).

In an interview with the Kuwait news agency KUNA, Mr Salah Khalaf, Mr Arafat's deputy in the Al Fatah guerrilla movement, said Mr Mubarak had "offered major concessions to the US in advocating the American-Israeli stand which denied the PLO the right of representing the Palestinians."

Leading article, page 11

French dare Israel to cross their lines

From Robert Fisk, Beirut

The battalion headquarters of the United Nations in southern Lebanon has engraved in stone beside it an intriguing motto: "We sometimes destroy, we often build, we always serve."

Over the past few days - to the surprise of no one in the UN - the French have been following an equally dogmatic policy in their dealings with the Israelis, hindering the Israelis when they have attempted to vandalise private homes,

threatening to shoot at Israeli soldiers whom they have regarded as undisciplined, and serving France rather than the United Nations.

Over each French barracks in southern Lebanon there flies a large tricolour banner and a small handkerchief-size UN flag. The symbolism is obvious and the Israelis were probably as unwise to ignore it as the UN itself.

France's 1,490 troops - the largest UN contingent in southern Lebanon - are among the toughest and best-trained soldiers serving in the UN

force and they have long resented the way in which not only Israeli troops but plainclothes and heavily armed Israeli Shin Bet agents have driven with impunity through their area of control.

When the Israelis began smashing civilian homes in their area of operations, on the grounds that the houses might have belonged to guerrillas, senior French officers received orders from Paris that they were not to permit Israeli activities contrary to UN human rights agreements. They therefore set out to

obstruct the Israeli occupation army, even telling villagers in advance when Shin Bet operatives were about to raid their homes.

Earlier this year, the French refused the Israelis permission to drive armoured vehicles into the village of Marrakeh - which by chance also serves as a base for the French contingent - on the grounds that they would not allow Israeli troops to destroy civilian property. When the Israelis insisted on entering the village, the French laid a tricolour flag on the road

outside the village and said they would kill the first Israeli to drive over it. The Israelis reportedly retreated.

More recently, French troops became involved in a fist fight with Israeli soldiers who wanted to bulldoze a civilian home in their area. Only a few days later, the Israelis fired live rounds over the top of a French UN convoy on the Litani river. The French responded by threatening to drive through the Israelis by force unless they gave way. The Israelis then let the French through.

Bonn angry at Polisario downing of plane

Bonn (Reuters) - West Germany strongly condemned Polisario guerrillas for shooting down on Sunday a West German private plane over the Western Sahara, killing three explorers.

A Foreign Ministry spokesman said Bonn "regards the shooting down of a civilian aircraft as an inexcusable act of violence". It stressed that it had always taken a neutral stance on the Western Sahara question.

Polisario, waging a guerrilla war with Morocco for control of the desert territory, said in a communiqué that it shot down the Dornier 228, which had completed a South Pole expedition and was on its way from Dakar to the Canary Islands. Polisario said the plane was "identical to reconnaissance aircraft used by the Moroccan Army".

Barbie burnt by chemical

Lyon (AP) - Prison sources here said that imprisoned Nazi war criminal Klaus Barbie, whose mouth was burnt when he took his daily medication, had been given a sodium silicate compound used to clean floors.

The prosecutor said it was a genuine error, though Barbie's lawyer alleged it was intentional. Barbie immediately spat the substance out.

Madrid bomb injures six

Madrid (Reuters) - A bomb explosion tipped through a travel agency in a Madrid shopping centre, injuring six people. Police said the bomb caused extensive damage to about a dozen other shops in a shopping mall.

Two bombs also exploded on the Franco-Spanish frontier in Irún, damaging two French lorries but there were no injuries. The Basque separatist group ETA was suspected.

Soviet charge

Moscow (AFP) - The Soviet dissident Vyacheslav Bakhrin, arrested last Friday in Kalinin, has been charged with "hoiologanism" and risks a five-year prison term, a dissident source said. Mr Bakhrin, a computer technician, is a founder of the "Committee of Inquiry" into the use of Soviet psychiatry for political purposes.

Tanker strafed

Manama, Bahrain (AP) - Three Iranian fighters strafed a Greek-owned supertanker, the 123,648-ton Captain John Livanos, in the Gulf off the coast of Qatar, marine salvage sources reported. The planes used only their guns and damage was minimal.

Border escape

Klagenfurt, Austria (Reuters) - Yugoslav guards opened fire along the frontier with Austria to stop two East Europeans from crossing illegally. Austrian police said. One, a Hungarian, was arrested by the Yugoslavs but the second, a Romanian, got into Austria.

Final gesture

Paris (Reuters) - Marguerite Liegeois, aged 73, a founding member of the Association for the Right to Die with Dignity killed herself after detecting a decline in her capabilities, the association announced.

Flying dwarf

Sydney (Reuters) - "Wee Robbie" Randall (4ft 11in tall) flew nearly 10ft through the air with the greatest of ease to give a 21-year-old club bouncer victory in a dwarf-throwing contest condemned by the Little People's association and politicians.



Fog pile-ups: At least six people died and more than 70 were injured yesterday when almost 300 cars, tankers and lorries collided in two incidents on the fog-bound West German autobahn network. Poor visibility prevented emergency helicopters from reaching the scene of this accident between Cologne and Aachen (above). The other crash occurred near Dusseldorf.

Spy trial in Oslo told of caviar and vodka gifts

Oslo (Reuters) - Mr Arne Treholt, the former Norwegian junior minister accused of spying, said yesterday that as a journalist before entering government service, he had received gifts of vodka and caviar from a friendly Soviet diplomat.

But, testifying on the third day of his trial, he said such practice was commonplace between diplomats and journalists around the world.

Mr Treholt, aged 42, also a former diplomat, is accused of spying for the Soviet Union and Iraq between 1974 and 1983, revealing top-secret Nato defence information and passing on details of meetings with world leaders. He denies all charges.

He has said that his contacts with Soviet officials produced better results than ordinary diplomatic channels. Yesterday he recounted in court how, as a journalist with the left-wing Oslo Arbeiderbladet, he had received caviar and vodka in 1968.

The Soviet diplomat, Yevgeny Belyayev, and Mr Treholt met 15 times over the next three years for informal lunches until Belyayev left Norway. Before he left, Mr Treholt was introduced to the Russian's successor, alleged KGB General Gennadiy Titov.

Mr Treholt denied prosecution charges that the meetings were secret, saying they took place in well-known restaurants in Oslo, near his newspaper office, and that he also held meetings with American, Swedish and Finnish diplomats.

The prosecution has accused Mr Treholt of wide-ranging espionage activities between 1974, after he had undergone training at the Norwegian Foreign Ministry and 1983, including handing over sensitive documents he had access to while a counsellor at the United Nations, as a junior minister in the Norwegian government and as a student in 1982 at Norway's defence college.

Mr Treholt, who faces up to 20 years in jail if convicted, said he cultivated contacts with Soviet diplomats while political secretary to the then Minister for Law of the Sea, Mr Jens Evensen.

Sea-law negotiations and the delimitation of the strategic Barents Sea were helped by the informal meetings, he said.

The Government had left the country defenceless, Mr McLay said. The Anzus partnership was at an end. There should be an urgent meeting on the Anzus council to resolve the differences.

French stop worrying and learn to live with Star Wars

The more the Americans emphasize likely obstacles to the introduction of a totally protective "Star Wars" anti-missile shield, the more positive the French become in their comments about President Reagan's project, officially known as the Strategic Defence Initiative.

Only a few months ago, it was seen as a direct threat to the whole French doctrine of total nuclear deterrence. Now, however, M Roland Dumas, the Foreign Minister, feels able to say that "the French and the British are not worried (about credibility of their nuclear deterrent), for they are convinced that they have 15 or 20 years in front of them in which to reflect".

The present force posture would guarantee French defence until then.

At a conference organized by the International Herald Tribune in Paris on Tuesday, he said the American concept of a Star Wars defence posed the problem of security in "absolute new terms" which were not without "an element of seduction" for the general public, giving President Reagan's stated goal of "banishing the atomic horror".

However, he said France now saw that as a long-term goal which may never be realized. In the meantime, it does not intend to panic, but to see how

feasible the whole concept of Star Wars was before taking any precipitate action. At least, that appears to be the attitude of the Elysée Palace and at the Quai d'Orsay.

The French military still seems to be somewhat apprehensive, however, as was made clear by M Charles Hernu, the Defence Minister, when he spoke at a security seminar in Munich earlier this month. After expressing misgivings that SDI would lead to a new offensive-arms race, he emphasized France's opposition to a militarization of space.

Military planners feel that it is all very well for the diplomats to assert that nothing will happen for 20 or 30 years and that there were therefore no immediate or even short-term dangers for France's nuclear deterrent.

The planners have to take decisions now about weapons which will be introduced in the 1990s and which they would want to remain effective for another 20 years or so.

The mobile ballistic SX missile, for example, is due to be introduced in 1997 to replace both the silo-based ballistic missiles on the Plateau d'Albion and the Mirage 4 nuclear bomber force. But is it sense to introduce yet another ballistic missile, which risks becoming

Wait-and-see attitude at Elysée

From Diana Geddes, Paris

The alternative would be for France to develop a cruise missile force which would not be threatened by a Star Wars type ballistic missile defence system. But that would be extremely expensive to develop unless France were willing to buy the guidance system for the missiles from the US and that, in its turn, would pose a threat to the doctrine of a totally independent nuclear force.

At present France has no plans to introduce a cruise missile, and there are only a few lone voices, such as that of General Etienne Copel, who are publicly advocating it. The general, former Deputy Chief of Staff of the Air Force, retired last year in the middle of what was generally regarded as a brilliant career.

● MOSCOW: The Kremlin yesterday accused the US of trying to hamper the coming Geneva arms talks by making the "slanderous" allegation that Russia had violated arms control treaties (Richard Owen writes).

Mr Vladimir Lomeiko, the Foreign Ministry spokesman, said a Reagan Administration report submitted to Congress recently amounted to "unseemly tactics"

vulnerable to a future space-based anti-missile system?

Mr Nielsen, a House of Commons veteran, replaces Mr Robert Coates, who abruptly resigned two weeks ago after it was revealed that he had visited a cabaret in Lahr, West Germany, which features nude dancing and pornographic films.

In giving defence to Mr Nielsen, the Prime Minister, Mr Brian Mulroney, appears to have taken a deliberate decision to upgrade the defence portfolio. For the past 15 years the post has been held by relatively junior ministers.

How EEC farmers gain from dairy accord

The agreement on EEC dairy quotas reached in Brussels early yesterday will benefit France, Belgium and West Germany, as well as Britain.

Like Britain, France will be allowed to balance production between regions that have overshot their delivery quotas and those that have not met them. As a result, no French farmers will have to pay any levy this season.

Officials in Brussels say this is to allow France time to introduce a quota system along the strict lines agreed last spring: it is not an exercise they are prepared to see repeated.

In Belgium, where the trend has been the opposite of that in Britain, the volume of direct sales of milk and butter to the consumer has been declining because output of farmhouse

Kohl solves Bonn's dilemma

From Frank Johnson, Bonn

Chancellor Helmut Kohl, in a speech on "The state of the nation" to the Federal Parliament in Bonn, yesterday set the tone which the West German Government will try to maintain throughout the impending anniversary of the end of the Second World War.

What the tone should be has been the subject of much debate and some agonizing among politicians and others, as the anniversary has neared. Herr Kohl yesterday resolved the problem by emphasizing the opportunity which defeat gave for Germans to found a state built on free institutions and the rule of law.

"The 40th anniversary of May 8, 1945, reminds us Germans in the most impressive way of the precious value of freedom and the responsibility for the preservation of that freedom and of peace," he said.

"This is a day of self-reflection, a day of remembering and sadness as well as a day of gratitude and hope. We mourn the victims of despotism, racism and totalitarian war. With this sorrow is mixed shame for the crimes which were committed in the name of Germany."

The term "state of the nation" which was how the speech was described in advance, is understood by a conservative administration such as Herr Kohl's to mean the German nation as a whole: East and West. So Herr Kohl began the speech by saying "German people for unity in freedom. Whether 40 years ago or today freedom remains the kernel of the German question."

Mr David Lange, the New Zealand Prime Minister, has disclosed that the US is taking what he calls "a series of serious and 'damaging' measures", greatly reducing co-operation with his country in joint defence exercises and intelligence-sharing.

He said in a speech in Los Angeles on Tuesday, while on his way to London: "They are not, in my view, the kind of actions which a great power

Woman detective gets a proposal - and an arrest

From Christopher Thomas, Washington

Kim Paris, an attractive young private detective, befriended a suspected murderer for more than two months, got him to propose, got him arrested. It was her first criminal case.

Miss Paris told her "boyfriend" to bare his soul before she would consider his marriage proposal. David West, aged 28, said he had killed a prominent Houston lawyer and the lawyer's wife in 1982 - supposedly a contract killing on behalf of a beneficiary of the couple's \$2 million (£1.9 million) estate.

Having confessed all, Miss Paris told him she needed cigarettes and they drove to a convenience store. It was the last he saw of her. A hidden tape recorder had captured the confession which was also monitored by the police. The dumfounded man was taken to prison and charged.

Mr Clyde Wilson, head of the private detective agency that employs Miss Paris, said it was logical to bring the girl into the case to gain the suspect's confidence, "which she did fabulously well".

Vatican charms Gromyko

From Peter Nichols, Rome

The first visit yesterday by Mr Andrei Gromyko, the Soviet Foreign Minister, to the Vatican for six years was pronounced a cordial affair by both sides.

"It was good" Mr Gromyko said of the meeting. Asked though, if he had invited the Pope to visit the Soviet Union, he replied that the question had not been raised.

Nevertheless, an improvement in relations is a matter of high importance at the moment for the Vatican. The Polish-born Pope's handling of the crisis in his home country as well as his disappointment at being denied what he regards justly as a right to visit Catholic communities in the Soviet Union, were simply two of the more obvious signs of the deterioration in relations

Lange attacks US intelligence ban on New Zealand

From Mohsin Ali, Washington

Mr David Lange, the New Zealand Prime Minister, has disclosed that the US is taking what he calls "a series of serious and 'damaging' measures", greatly reducing co-operation with his country in joint defence exercises and intelligence-sharing.

He said in a speech in Los Angeles on Tuesday, while on his way to London: "They are not, in my view, the kind of actions which a great power should take against a small, loyal ally which has stood by it through thick and thin, in war and peace."

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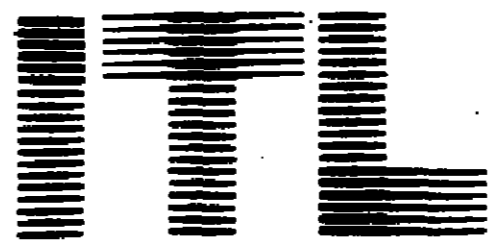
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THE ARTS

Donald Cooper

Theatre Intimate favours of life on stage

The Playboy of the Western World Donmar Warehouse

J. M. Synge's claims for realism, or "reality", on behalf of his play have never cut serious ice outside the Celtic twilight. It is not that his characters are all credulous, simple and brutish, but that they are those things in more or less the same way and almost to the same degree. As in straight farce, character is reduced to elemental, an excuse for boisterous antagonism. Once the black comedy is brought to the fore, the problem of the fantastical language that the young Brendan Behan so delighted in mocking ceases to be a problem at all: that is just the way they speak and this is just the way they act.

The intimacy of the Warehouse's layout does the play the favour of reducing its parade of grotesques to a manageable roomful of quare fellows with whom we become, for the duration of the piece, convivial. Flaherty's bar is a rough shebeen with a stable door. The Sacred Heart on the chimney breast seems to be raising His eyes less in devotion than in despair at the unholy shenanigans taking place beneath Him. From his first entrance as a wild-eyed vagrant, Maeliosa Stafford makes an engagingly deranged Playboy, a slack-lipped simpleton who discovers a thing or two about imposing on other simpletons. Brid Brennan's Pegeen Mike could hardly be more bitter in her scornful moments but could be considerably more winsome in her tender ones; it is hard to believe that she admires the Playboy for any other reason than that the

other females do too. But then, as Joyce observed, "these characters only exist on the Abbey stage". To say that now they only exist on the Warehouse stage is intended as a compliment to this production.

Peer Gynt The Place

What can be done with Peer Gynt? Apart, that is, from not staging it at all? Ibsen's extravagant verse epic sweeps his bucolic Munchausen of a hero through bride-rape, trouble with trolls, gross worldly success and megalomania to a desolate death where he asks (now he asks) "What does it mean - to be oneself?". As a text it probably does say something weighty about the principle of exogamy, but as drama it says next to nothing about any recognizable form of life outside a folklore museum. One thing that can be done is to emphasize the pantomime elements. In this Actors' Touring Company production the trolls wear evening suits and joke-shop false noses and are meticulous with their tails - they like being trolls. And Chris Barnes, a sometime teacher of clown skills at Barnum & Bailey's Circus, certainly enjoys being Peer.

In youth his headlong energy is suitably galvanic; in middle life his stiffening self-importance produces a nicely dry delivery; at the end he becomes a sort of buttoned-up Trevor Howard in a wheelchair. But it is not easy to discover why a company funded by the Arts Council and by four Regional Arts Associations is giving an unplayable play.

Martin Cropper

Television Searching alternative positions

Orthodox doctors have scant regard for the subject of last night's Brass Tacks (BBC 2), "alternative" medicine, since they assume that to quote another's words - There is No Alternative. It was suggested that its new devotees are credulous to the point of blind trust, although this fideistic position is not unknown in conventional medicine: that is why doctors always behave in a manner designed to provoke respect, if not dread, and it is no doubt the authoritarian face of standard medical practice which persuades many "patients" to take their fate into their own hands.

The other name for this development is "complementary" medicine, although the evidence in the documentary proved that it is nothing of the

kind: better to call it "antithetical", and one practitioner ever described it as a "revolution". Two million people are now engaged in exploring "alternative" courses, and there seem to be almost as many varieties of treatment, from reflexology to aroma therapy. If you embrace the idea of unorthodox medicine, the confusion and lack of clarity in the area must make it very difficult to choose one type rather than another: why not take all of them at once and: have your head stroked, toes massaged, spine twisted and energy fields analyzed?

Most of the "alternative" therapists seemed to have difficulty in formulating their positions, and tended to rely upon grape-shot bursts of fashionable cliché: this was not reassuring, and it became clear

in the course of the programme that their methods came not from the mysterious East, but from the less than mysterious United States, where irrationalism and narcissistic self-obsession are powerful elements in the spread of the new medicine. Nevertheless there are occasions when such treatment obviously works: the credulity of human beings is enormous, but then so are the unanticipated possibilities of the human body. It takes a nice judgement to decide which is the more significant in these situations and, although this programme did not quite display such judgement, it emphasized the dangers and inadequacies of "alternative" medicine without converting proper scepticism into total disbelief.

Peter Ackroyd

Rock

Leonard Cohen Hammersmith Odeon

As the party's-over sound of 1967, Leonard Cohen's gaunt, graceful groan carries an emotional clout almost as pungently evocative as the sweet smoke that drifted over during his opening song.

Clearly, many of those who greeted the Canadian singer and poet on his return to London now dream about the Chelsea Building Society rather than the Chelsea Hotel, where in the middle Sixties Cohen participated alongside the Warhol gang and others in the construction of swinging New York's communal breath against the city's nevertheless undimmed, perhaps simply in gratitude for the fact that, although their own circumstances and aspirations

may have altered, Cohen is resolutely unchanged. Equally striking, however, was the presence of many much younger people, some unborn when "Suzanne" and "So Long, Marianne" first came along to provide a soundtrack to the drama of bedsitter life. Like the very fashionable young man I watched tentatively fingering a copy of Cohen's *Songs of Love and Death* in an Oxford Street music supermarket that very morning, they probably connect his romantic pessimism with the tradition running from the Velvet Underground through Joy Division to the Smiths, who are today's heroes in that line.

Cohen will survive his present renaissance and a few more besides. At 50, he remains a compelling presence, his lean frame, well-cut dark suit and spare, big-boned face giving him

the sinister look of a papal consigliere. Over the course of a two-hour concert, which seemed to pass as if in slow motion, he presented 20 songs, including "Famous Blue Raincoat", "Story of Isaac" and "The Stranger Song", all accompanied with quiet competence by his five-piece band and in particular by a guitarist, Mitch Watkins, whose liquid solo brought a new dimension to "Suzanne".

The grave banter with which he responded to a volubly adoring audience was a treat. Only in the wake of the tumultuous response to his mawkish and self-regarding ballad concerning a brief liaison with Janis Joplin did the event deteriorate into the mutually indulgent excesses of the bad old days.

Richard Williams

The Stranglers Dominion

Of the few remaining groups to have emerged from the British New Wave "revolution" of 1976, the Stranglers are now ploughing the most unlikely furrow. Never has a band's image and reputation been so sharply at odds with what they actually do.

Born in the grimy, aggressive low-life areas of the London pub punk circuit, the Stranglers clawed their way to success with the music and manner of sophisticated hooligans. They still play some of the old songs, but when the guitarist Hugh Cornwell sang "Peaches", he seemed almost embarrassed by the sleazy voyeurism of the lyrics. Gone was the salacious, guttered delivery, replaced instead by a self-effacing drawl that could almost have been American.

While other songs from their earlier recordings, such as "Hanging Around" and "I Feel Like a Wog", were played in a vein closer to the original spirit of the band, they too were subject to a restrained and precision that rendered them relatively polite.

In place of their former macho ranting, the Stranglers over recent years have com-

posed a new repertoire of slightly left-field arty pop songs - *Aural Sculpture* as they pretentiously choose to call it on the title of their latest album - and their live show has been adjusted accordingly.

Many of these new songs were performed exquisitely: Dave Greenfield's shimmering keyboard sequences meshed with Cornwell's delicate acoustic strumming on "Midnight Summer Dream", a gently mellifluous tune graced the aching lyric of "Let Me Down Easy" and "Golden Brown" in its modified waltz time featured a seductive acoustic guitar bridge.

The group, and particularly Cornwell, looked relaxed and confident. Entranced by their music and with no hint of anger, they resembled craftsmen thoughtfully engaged in pleasurable work.

Although the Stranglers will never entirely live down their past (if indeed they want to), they have single-mindedly freed themselves from a legacy that would have left many bands in an artistic strait-jacket. And, on reflection, their novel approach of playing quiet, attractive songs in a softly sympathetic mode is actually far more radical than anything they ever did when they were just another bunch of diarch punk.

David Sinclair

BOOKS I

The novelist as heroic Cassandra

Nikolai Tolstoy reviews the most colourful and stormy career of literary Russia

SOLZHENITSYN
A Biography
By Michael Scammell
Hutchinson, £28



ing rejection of their optimistic world-view, so too did he have some grounds for that righteous indignation he was not slow to trumpet forth.

The existence of the complex of forced-labour camps, established by Lenin in 1918, which has swallowed up and killed whole generations of Russians, was far from being first revealed in *The Gulag Archipelago*. By the time Solzhenitsyn's masterpiece appeared, more than 400 revolutionary accounts had been published in the West since 1919, the majority drawn from eyewitness testimony. Dalia and Nicolavsky's classic *Forced Labor in Soviet Russia*, as well-documented and authoritative as anything published since, had appeared as early as 1947. Yet all this had been widely received with indifference or incredulity similar to that accorded to reports of Hitler's wartime destruction of the Jews.

Solzhenitsyn's accomplishment was the harnessing of his unique literary powers to an exposé, which succeeded in wringing reluctant recognition even from that influential class which had for so long averted its gaze. He would have been more than human had he not nurtured some indignation and contempt, particularly in an era of detente presided over by the likes of Ford, Carter, and Kissinger.

Solzhenitsyn is taken to task for his "crude anti-Sovietism", his "simplistic black-and-white view of the world-struggle. In view of his experience and insight it would be strange if he did not hold Archilochos' "hedging" perception of a single overriding factor - the peripheral issues, like Wladimir Alexandrovich Solzhenitsyn's works appears to the cleric, as an able but firesome Cassandra.

Mr Scammell's comprehensive treatment enables the reader to gain some inkling of the frustrations to which the "free" Solzhenitsyn was subjected by a world-wide swarm of nit-picking critics, from time to time accorded superfluous assistance by the KGB. It was predictable perhaps that *The Gulag* should find him "mentally unbalanced". More bizarre was the allegation by an enthusiastic emigrant in Israel, that the absence of anti-Semitism in Solzhenitsyn's works was certain evidence that he secretly harboured that anti-social outlook.

Mr Scammell recounts all these backbiting intrigues with candour and good humour. He is certainly fortunate in having chosen as his subject-matter what is arguably the most colourful literary career of all time. But equally it is no exaggeration to say that Solzhenitsyn has been fortunate in finding a biographer as sensitive, painstaking and level-headed as Michael Scammell.

Michael Scammell's massive (thousand-page) biography will one day require updating, but is unlikely to be superseded. His curiously clear grasp of the complex Soviet scene, masterly control over a huge range of sources, and majestic narrative sweep combine to make this one of the most memorable works of its kind. Solzhenitsyn's life is nothing if not controversial, and Mr Scammell has had to exercise the most detached of judgements in making use of violently opposed viewpoints, elaborately Soviet fabrications of the record, and a mass of partially verifiable evidence. Finally, he had to cope with his protagonist's sudden decision to cease co-operation in the project.

The life of Solzhenitsyn had also to be a history of post-revolutionary Russia, as his career embodied almost every facet of his country's turbulent existence. Irritatingly for subsequent Soviet attempts to denigrate the author, Solzhenitsyn's ancestors were not only of impeccably peasant stock, but had even participated over the centuries in those bloody rural uprisings. In Southern Russia which play so significant a role in Soviet historiography.

His father had died in an accident in June 1918, and young Alexander was born posthumously into a countryside torn apart by Civil War. (Here Mr Scammell makes an uncharacteristic slip: Deakine was by no means as reactionary as is claimed, and certainly had no intention of restoring the Tsar). His childhood under the relatively benign regime of NEP, his eagerness to serve his country and its Revolution, his gallant wartime military service, and his disappearance into Beria's camps were all too typical of his generation.

Intellectually, too, Solzhenitsyn ran virtually the whole gamut of political viewpoints. Initially a convinced admirer of the regime, he was also a devoted Marxist, plunging through the whole of *Das Kapital*. At an early stage, though, he came to doubt the validity of the historic expansionist mission. He regarded it as immoral both in itself (a view strongly confirmed when he encountered Estonian and other prisoners from the occupied countries in GULAG camps), and because the cruellest victims of this imperialist drive were invariably the Russian people themselves.

Respect for Stalin was the first illusion to go, though for long he nurtured the idea, still widely prevalent, that Stalin had perverted Lenin's essentially noble purposes. Inevitably his restlessly enquiring mind became dissatisfied with this compromise, as also with its corollary - that Lenin had in

much of world opinion) more or less conceded defeat by driving him out of the country. If he held not very confidently, that inspiration would depart with exile.

Intellectuals in the West had adopted Solzhenitsyn's cause with enthusiasm when his name began to emerge "from under the rubble" during his heroic struggle against Soviet repression. The tactical necessity for caution had concealed the full extent of his political views (which were in any case still developing), and it came as a rude shock to many when he was at last free to express his markedly conservative, Slavophile, and religious philosophy.

To advocate a Rhodesian solution for a people who had suffered like the Russians inevitably appeared to Solzhenitsyn cynical irresponsibility, characteristic of much of the Western intelligentsia since the Revolution. If the opinion-formers had cause to feel injured of its legitimacy in the eyes of

Rich literary spoof with women in love

FICTION

Isabel Raphael

THE BRANDON PAPERS By Quentin Bell Chatto & Windus, £8.95

OTHER WOMEN By Lisa Alther Viking, £8.95

SENSE AND SENSUALITY By Rosalind Brackebury Harvester, £8.95

FOREIGN EXCHANGE Edited by Julian Evans Hamish Hamilton, £9.95

the restrictions of Victorian womanhood and a gentle commentary on the true nature of innocence. I imagine that Professor Bell greatly enjoyed whipping up this *bombe surprise*, and am sorry that he denies any possibility of Lady Brandon having moved in Bloomsbury circles. She would have fitted so naturally in to the Dreadnought house.

Other Women is a story about love, and because it celebrates in some detail the love of women for each other, it is in danger of being overestimated in some circles and under-valued in others. In fact it is a solid, middle-of-the-road novel, less interesting than Lisa Alther's previous work and much in need of judicious editorial pruning, but with some

sharp insights and a disarmingly fluid style. Caroline Kelley has loved both men and women but never herself, and it takes all the subtlety and patience of therapist Hannah Burke to make her acknowledge that this stems from an emotionally barren childhood. Caroline's parents, do-gooders who take on the troubles of the world at their children's expense, are the best things in the book, delineated with icy malice. Other characters remain hazily undefined, and psychiatric jargon is tossed about too glibly to be convincing. But the dialogue is fast and readable, and Lisa Alther has a nicely humorous line in car-sticker slogans. ("Eat More Lamb - 50,000 coyotes can't be wrong.")

The least satisfactory thing about *Sense and Sensuality* is its misleadingly sensational title. *Sense and Sensuality* would have been more appropriate if somebody else hadn't used it, because this is a novel about feelings and thoughts; and the heroine, Alice Linnell, is far too conscious of hers ever to achieve the blissful and deliberate luxury enjoyed by her grandmother. This aspect of Alice's childhood remains for her the land of lost content, sought again in glamorous friends, a consciously casual life-style, the whole earth-mother scene, but always counteracted by a basic lack of certainty in herself and her choice of the cool Finn as husband.

Faced with chances of breaking the mould, of unleashing hidden passions, she cannot sacrifice one aspect of herself for the other, and from this conflict springs poetry. The voice of the modern woman confronting a bewildering array of choices and expectations. In the end practicality rules, and balance, and adaptability, but the rich lode of memory, the red and the gold, the contrasting colours of life, never fails to produce the salient element of romance that makes Alice so real.

Rosalind Brackebury is marvelously clever at evoking the past without sentimentality. The past without sentimentality, Cambridge are brilliantly done, as is the emergence of a new woman from the cocoon of marriage and motherhood, tentative but irresistible. This is a novel to be savoured.

Foreign Exchange is just the right book to take on holiday. It is a collection of travel stories, all new, from authors with names currently to be conjured with. Rose Freeman's delicate tale of two young men off on what should have been a voyage of discovery falls disappointingly to reach a climax, but Clare Boylan succeeds, beautifully and wittily, in conveying a boy's sentimental rite de passage as the unconsciously absorbs the implications of French cuisine. Will Nicholas abandon his managerial frog legs and pâté of thrush? One day, yes, for Marie.



Maeliosa Stafford's engagingly deranged Playboy (right) with Brid Brennan and Paddy Dooney

Animal

Nuffield, Southampton

It has taken Tom McGrath's play six years to reach the English stage after its acclaimed first performance in Edinburgh, and I can only wish Justin Greene's superb production a longer lease of life than its brief Southampton run.

Animal is an anthropological fable suggested by Jane Goodall's chimpanzee studies in the Gombe Stream Reserve, telling the story of a tribe of apes and of the woman who makes her home among them. McGrath's challenging contribution is to tell it from the apes' point of view. To them, the girl camping out in the jungle clearing is simply "a new kind of ape". And much of the piece consists of wordless pantomime as the "anthropoids" conduct their grooming, food gathering, and dominance and mating rituals, and engage in territorial combat with the invading "barbs". We get to know each one individually. And as a bond develops between the tribe and Lynn (the observer), the production thrillingly charts the borderline between human and animal consciousness before a final calamity wipes them out. Meaning no harm, the humans bring death.

The piece has been extensively reworked since I saw it in Edinburgh. Lynn's photogenic companion has changed from a trigger-happy South African to an irreproachable courteous German (Geoffrey Bateman). Most important, the ape-narrator, Blue, now gets his first line at the start of the play and there is no longer any wrenching of conventions as there was when he launched into speech after prolonged barks and screams.

Raad Rawi plays him as a creature in the grip of evolutionary gestation: an ape possessing memory and expressive impulse, tormented by the sense of faculties just beyond his power. In the original version Blue was shot down in the act of drawing a man: this time, seeing his tribe exterminated by polio, he takes a step further towards *homo sapiens* by shooting himself in the mouth.

Played on a sponge rubber floor backed with a scaffolding jungle gym, the production offers a spectacle which first strikes the eye as balletic and gradually unfolds

Concert Hope for Iceland

Philharmonia/ Ashkenazy Festival Hall

Their own national anthem was Iceland's only contribution to a concert given for the sake of that country and in the presence of their President and the Prince and Princess of Wales. But that perhaps was half, if not all, the point.

Sibelius, Grieg and Dvorák, with the help of a discreet audience raffle, were drumming up funds for a National Concert Hall for Iceland. Despite having 60 music schools and 20 concert halls, Iceland has no hall built exclusively for music-making. And the importance of venues in the history of musical patronage - of performance and indeed composition - cannot be overestimated.

The offer of this benefit concert came from Vladimir Ashkenazy and the Philharmonia: its most eloquent spokesperson, was Elisabeth Söderström. No excuse is ever necessary for a performance - of Sibelius's tone poem for soprano and orchestra, *Ljonnhjärta*. But the 150th anniversary this year of Finland's

national epic provided a nice focus. Few singers, after all, could penetrate more acutely Sibelius's musical appropriation of the double vowels and diphthongs of the epic's creation story; and few could provide such a vibrant cry of human breath against the strings' whirling of wind and wing.

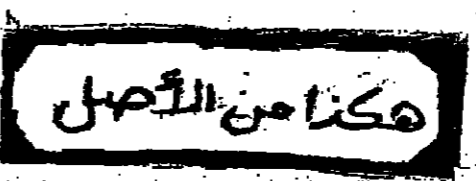
Then came three of Grieg's orchestral song settings: "Fra Monte Pincio", "Vaeren" and "Jeg elsker dig". Söderström's vision of Rome from the hilltop concentrates almost, nervously on its human activity; her cool intensity of tone matched the poise of the strings, even in their rapid, singing crescendo, in "Spring's" more distanced meditation on mortality.

After the interval, a fresh, vivid "New World" Symphony. Whether the work's luggage tags show America or Bohemia, the observation of a friend that Iceland is, after all, en route from one to the other was perhaps totally frivolous. The hushed orchestral audience for the cor anglais solos, so beautifully played both here and in the "Karelia" Suite, sound from not a million sea miles away.

Hilary Finch

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BOOKS II

The trials of everyday country life

HISTORICALS
Philippa Toomey

Catherine Cookson's *A Dinner of Herbs* (Heinemann, £9.95) reminds us that life in the past, particularly in early 19th-century Northumberland, could be nasty, brutish, and very short. Seven-year-old Roddy Greenbank's mother is dead, and his father is brutally murdered before his eyes. He is injured, and remembers nothing. Brought up by Kate Makepeace, the local wise woman and healer, Roddy has two faithful followers in Hal Roystan (whose father was unjustly accused of a robbery) and Mary Ellen, a bright little girl whose tongue would "clip clouds".

Life is circumscribed by living in a small community, work is hard and dangerous, tongues are sharp, and hearts unloving. Roddy manages to get away to a new life as an artist, leaving Mary Ellen, who loves him desperately, to have his child. She marries Hal, and they become prosperous and respected. It is not an every day story of country life because it is bedevilled and poisoned by hatred and revenge, begun by a crime and a murder, and furthered by other horrible acts, blighting the lives of two families and their descendants.

As ever with Mrs Cookson, there are portrayals of subtle and uneasy relationships between mother and daughter, and there is a life giving force in Kate Makepeace, who in earlier times would probably have been burned as a witch.

By comparison, the violence in *Sharpe's Honour*, by Bernard Cornwell, (Collins, £3.95) seems quite straightforward. Major Richard Sharpe, in the sixth of his adventures in the Peninsular War, is desolate, having watched his wife die. He is reckless, too, engaging to fight a forbidden duel with the husband of Helene, the beautiful Marquessa with whom he has had some amorous passages. Sharpe is humiliated when the duel is stopped, and when his opponent is found murdered, there is evidence to convict Sharpe and to hang him.

We need not worry too much, as the plot takes care of the hanging and Sharpe's life as fugitive from both sides, involved in some extremely dirty fighting, and with the beautiful Helene as a prize for bad conduct, and all in the middle of the battle of Vittoria. *Sharpe's Enemy* (fifth in the series) is published simultaneously by Fontana at £1.95.

The *Bombay Marines*, by Porter Hill (Sovvenir Press, 7.95) has a satiric hero in Captain Adam Horne, of the Bombay Marines, the "Bombay Buccaneers". It is 1761 and the French have just surrendered at Pondicherry, their Commander, Thomas Lally, is imprisoned by the British Army and for reasons that seem more than usually devious, it is essential that he is removed from the custody of the British Army and the British navy.

The only men Horne has to hand are convicted felons of varying nationalities, and with these 18th-century dirty dozen or so, some astonishing deeds are performed. Much of it is based on historical fact, though the characters are inclined to explain things to each other for our benefit.

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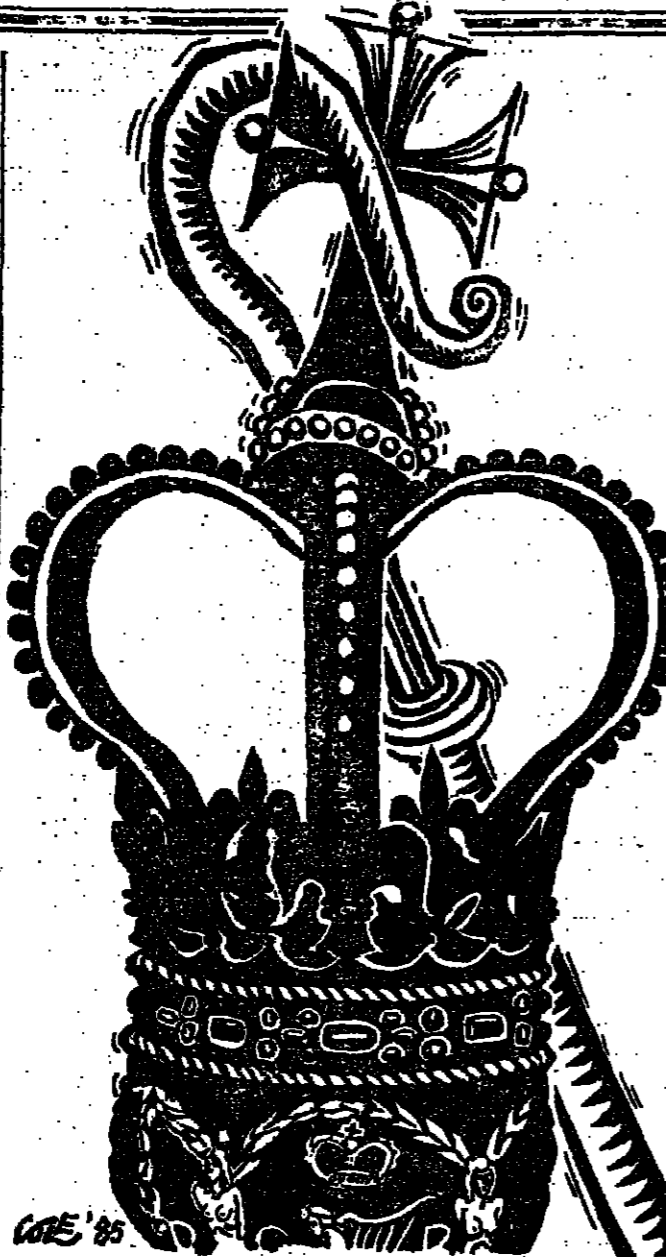
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The ideal of the Norman church

Eamon Duffy

ROMAN CATHOLICISM IN ENGLAND FROM THE ELIZABETHAN SETTLEMENT TO THE SECOND VATICAN COUNCIL
By Edward Norman
Oxford, £9.95

This is an odd inclusion in the OPUS series. The three previous titles were, very clearly, short studies of great subjects - *What is Theology, Philosophy of Religion, Religion and the People of Western Europe*. In this slim volume we descend, it seems, to the chronicles of small beer, a brief guided tour to the history of English Roman Catholicism since the Reformation.

Edward Norman, with three fine studies of Catholicism in Victorian Britain behind him, is well qualified to offer a synthesis of recent writing about a religious minority which has recently been almost embarrassingly well served by a series of distinguished historians, such as John Aveling, John Bossy and Christopher Haigh. However, though the basic story is told, and told well, a synthesis of the present state of research is not what is offered here.

The story of English Catholicism as Norman sees it is the tale of the sect that never was, a main-stream religious group forced into minority status which nevertheless somehow remained main-stream, unfunctional, above all non-political. Catholics were consciously conservative bearers of the Great Tradition, who should by

what the poor, "as by instinct" valued in even so flamboyant figure like Wiseman was "a confidence in the ennobling of present circumstances by the riches of eternity".

All this may be true, and it seems clear that Norman thinks this is just what is needed in Mrs Thatcher's Britain. To tell the story of English Catholicism, however, as an object lesson for Anglicans in how to stay spiritual in trying circumstances, does involve a certain amount of levelling of mountains and making rough places plain. At one end of the period the foreign political involvements of Elizabethan leaders like Allen and Parsons have to be minimized and made untypical. At the other, since Norman admires the pastoral priorities of the Victorian and twentieth-century episcopate, he has to pass over their essential mediocrity, and the deep hostility to thought in any form, especially theological, which, with honourable exceptions, prevailed from Cardinal Vaughan to Cardinal Hoesan. It was this institutionalized distrust of ideas which made the English hierarchy so singularly unprepared for the upheavals of Vatican II. It underlay, also, some of the blunders perpetrated since. Like the closure of Corpus Christi College, London, and the drowning under holy-water of all but the blandest suggestions produced by the Pastoral Congress.

This book is an astonishing feat of compression. Like everything Norman writes it has many felicities. But it tells us far more about his ideal of the Christian Church than about the more rugged reality of English Catholicism.

Mackerellian historiography

Peter Jones

A HISTORY OF GREEK LITERATURE
By Peter Levi
Folio, £14.95

No history of Greek literature can be wholly worthless which points out that, according to Xenophon, hunted hares always ran in circles to the left because one ear weighed more than the other. On the other hand, here is Levi's translation of a passage of Homer which claims to point up its "interwoven beauties and ironies" so that the text coheres like the "scales of mackerel".

So the Trojans kept watches; but infinite panic held the Achaeans, companion of cold fear, with grief unbearable all the best were struck. As two winds arise on the fish-haunted sea, Boras and Zephyrus, and they rush down from Thrace, suddenly they come, and the dark wave is confused together, and it sheds much seaweed out of the salt sea, so was their spirit divided in the breasts of the Achaeans. And the son of Atreus, with great grief struck at heart, wandered to the clear-voiced heralds, commanding them to call each man by name to assembly, not to cry out, and he laboured with the first.

This is simply gibberish, reminding one only marginally of a mackerel, not at all of Homer, but very strongly of the sort of thing one got 6 out of 20 for at school. Levi comments helplessly "I am not sure what the seaweed is doing but I am certain its role is crucial", and the Professor of Poetry at Oxford ends by discussing the "metaphor of the wind and the sea" and other "metaphors" in Homer. Most people call it a simile.

In quality of comment, judgement and general accuracy, this passage is typical of the whole book. But more worrying still - we all make errors of fact and judgement - is the unintelligibility of what is said. What would anyone who knew nothing about Homer make of the above? Yet these are the readers Levi says he wants to reach. It is self-evident he has not given a moment's thought to their actual needs. For example, he gives no references to the passages discussed. His summaries of Aristophanes' comedies ignore

most of the plot (when they are not getting it wrong). Here are three lines from Levi's translation of the famous seduction-poem by Archilochus, the Western world's first "personal" poet (c.650BC) (my italics): "I covered her over with my soft cloak and took her neck between my arms: she stopped crying and the fawn fled no more". Had he got a head-lock on her? I am surprised she didn't stop breathing, and what's the fawn doing? Stopping to watch? Only with effort does one realize the fawn = the girl. This is slovenly stuff.

What we have in fact is less a history of Greek literature than a nineteenth-century "Garland" or "Nesogay" of the sort written by vicars in Woodstock, which lays before the reader a selection of passages from Great Literature, and adds a sprinkling of liberal, humane, slightly-dotted comment explaining why they mean so much to the author.

The unnaturally defensive and apologetic preface seems to acknowledge that "history" is not his idea of fun. One can almost see Levi stumping wearily home from the usual dreary High Table at St Cath's, realizing with a shudder that he hasn't said anything about Plato's Republic yet (a work, which he confesses he hates), and eventually gearing himself up to write "The Republic is another very famous dialogue...". Thirty-five lines later we have read "masterpieces", "intoxicating metaphysics", "work of art", "great increase of sheer creativity"... "subdivided into ten books", but as to what it is all about - two lines.

A kindly critic might call this book a benevolently scatty ramble through Greek literature, very donnish, very Oxford. The mackerels will have my copy.

Cultivating asphodel and hemlock in the garden

POETRY
Robert Nye

Blind Homer, sniggered at by ignorant soldiers, invented Olympus, propped among the clouds; And Greece exploded into golden flames, and Europe moved, grew out of his long hair.

An English poet of the high Romantic tradition, now in his mid-sixties, he has lived abroad, mostly in Italy, for the past 20 years, going his own way, indifferent to fashion, content to issue his work in semi-private editions or to see it circulate in manuscript amongst his peers. There is much to be said in favour of this as a strategy for any serious poet in a century where the decades seem to have grown progressively even lower and more dishonest than Auden noted the Thirties to have been. Not that Russell subscribes to any naive nonsense of the poet having his place "outside" society; one of his best poems turns on an almost mystical vision of that relationship.

When young, I believe, Peter Russell sat at the feet of Ezra Pound whose own *The Translations of Ezra Pound*, with an introduction by Hugh Kenner (Faber, 23.95 paperback), is perhaps this century's classic primer of poetic technique as "outsider" society; one of his best poems turns on an almost mystical vision of that relationship.

versions of Cavalcanti to the two Odes of Horace done into English in 1964, what we have here is a collection of exquisitely made and always enjoyable verse, only infrequently opaque in the way Pound could be in his original work. Look especially at the famous "Cathy" sequence, and the brilliant rendering of "The Seafarer". Scholars have pecked at the latter, but no one else has ever caught the sword-against-verse so exactly.

William Empson, who died last year, published no new verse of any consequence after 1940. His reputation rests upon work done in the 13 years before that date - almost half of it belonging to the three academic years, from 1926 to 1929, when he was reading English at Cambridge. If the term were not so distasteful, one might say that this *Collected Poems* (Hogarth Press, £4.50 paperback) shows Empson to be the undergraduate poet par excellence - his work reeks with wit, is itchy with self, shows off

in the way that only very young and very intelligent poets can show off. If that was the whole story then Empson would not be worth remembering, but of course it is not. His most memorable poems (and this will be curious only to the young) have a quality of mystery and incantation which runs quite counter to his professed rationalism: *Not but they die, the teasers and the dreamers*, *Not but they die, and tell the careful flood To give them what they clamour for and why*.

That seems to me to have the sort of absolute authority you find in a handful of passages in Pound's "Pisan Cantos", and in some T.S. Eliot and Laura Riding and C.H. Sisson, but not much elsewhere in twentieth-century verse in English. However, it would not altogether surprise me if Peter Russell still had some scraps of Quintillius to "translate", and these turned out to be somewhere in the same league.

Persicos odi, puer apparatus

Geoffrey Moorhouse

THE PERSIANS AMONGST THE ENGLISH
By Denis Wright
Taurus, £17.95

doggedly reviews every arrival of Persians in this country from the thirteenth to the twentieth centuries, and only on the last lap begins to select the most significant visitors. While slogging through the first half of Sir Denis's research, I was craving some sharper theme than he has pursued. A gap of 171 years between chapter one and chapter two discourages a reader from getting into his stride.

Unfashionable idea of gradual change

Woodrow Wyatt

EDUCATE, AGITATE, ORGANIZE
100 Years of Fabian Socialism
By Patricia Pugh
Methuen, £10

The Fabians have always been a decent lot. More interested and usually better off than most of their fellows, their conscience has led them into the search for greater fairness. They have never wanted to overturn society but gradually to improve it at a pace acceptable to the generality. They represent one of the best strands of British life.

The intention of the Fabians was to devise practical schemes to be adopted by the Labour Party for the juster distribution of an increased wealth, never for the Communist confiscation of it. From the start in 1884 they were sincere and earnest but not humourless. At a holiday camp in Wales in 1907 "Swedish drill classes shocked some because the women agreed to adopt the convenience of bloomers topped by a tunic in which to brave the morning dew on the lawn."

Fabian committee meetings were detailed and serious and Shaw often found them boring in their argumentativeness. However, their impact on the Labour Party's thinking until recent times was powerful. Labour leaders, including great figures like Attlee, Cripps and Gaitskell, were much impressed by the Fabian tracts and pamphlets. The Fabian ethos of temperate change long prevailed in the Labour Party and was significant in the successful introduction of the welfare state by Attlee's government. The last great exercise of the Fabians was *New Fabian Essays* in 1952 for which Dick Crossman and Tony Crosland drew up the synopsis with the book finally being edited by Crosland.

Thereafter the Fabians split into Bevanite and anti-Bevanite factions and lost their coherence and influence. The rise of the Marxist left in the Labour Party accelerated their decline when it provoked the formation of the Social Democratic Party. Shirley Williams, Bill Rodgers, Roy Jenkins, David Owen were and are natural Fabians. Because the Fabian Society is affiliated to the Labour Party members of the Social Democratic Party were excluded from membership, removing from the Fabian councils the kind of ideas needed to keep the Society up-to-date.

Miss Pugh has written a skilful and important book: it is sad that it reads more like a distinguished obituary than a hope for a valuable second century. The gentle, kindly, tolerant, practical intellectual Fabianism of the past is now out of fashion on the Left.

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THE TIMES DIARY

Unofficial secrets

I challenge the anonymous minister interviewed in Anna Ford's book...

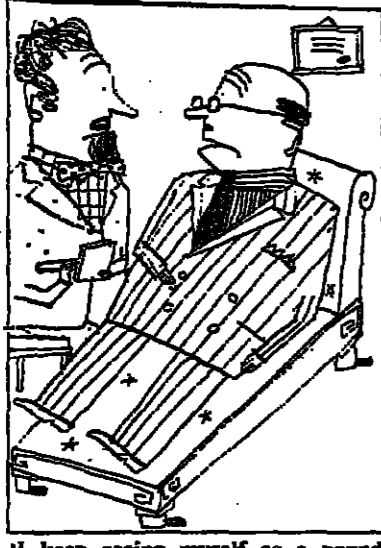
Weight for it

The most significant event of February 11 was the acquittal of Clive Ponting...

Down the river

The GLC is expected to demand the head of David Gothard, the artistic director...

BARRY FANTONI



I keep seeing myself as a pound piercing a psychological barrier

Breaking ranks

Like the Coal Board, Liverpool's Militant-dominated city council employs - or condones - blacklegs...

Of a feather

The death yesterday of Sir Iain Moncreiff of that ilk may now lead to the disbandment of Puffin's...

Helping Spain, via the Falklands

by Lord Douro

EEC foreign ministers meet in Brussels today to try to resolve the remaining difficulties about the terms of Spanish and Portuguese membership...

Spain's moderate socialist government regards EEC membership as its first priority. When in opposition, it criticized the previous government's hasty accession to Nato...

The opinion polls show a majority of Spaniards wishing their country to leave Nato. This has not been helped by the recent expulsion of two US diplomats who had tried to photograph the communications equipment at the prime minister's office...

Some members of the government who have supported EEC membership wholeheartedly in the past are now having serious doubts because they consider the terms proposed too tough...

It is possible that the waters around the Falklands could be a substitute for the EEC fishing grounds which are being denied to the Spaniards...

Both Spain and Portugal applied to join the EEC in 1977 soon after the restoration of democratic government in each country. Spain was isolated by the rest of western Europe after the Second World War because of the Franco dictatorship...

If Europeans are keen to have Spain in the military club, why not in the economic and political club? A large cross-section of Spaniards are not prepared to be in one and not the other.

Britain, because of its position on fishing, has a key role to play. We are insisting on the right to exclude Spanish fishermen, except for the present number of licences, from EEC waters for 15 years...

Shore facilities could be established and a majority of the licences could go to Spain. The idea is supported by Spanish fishermen. The position of Portugal is somewhat different. Portugal was a founder member of Nato and the European Free Trade Association...

The recent opening of the Gibraltar frontier and the talks in Geneva between Sir Geoffrey Howe and Fernando Moran, the Spanish foreign minister, have created a new beginning in Anglo-Spanish relations. An Anglo-Spanish axis in the EEC could be a powerful counterweight to the present Franco-German dominance...

The author, MEP for Surrey West, is vice-chairman of the political committee of the European Parliament.

Christopher Walker on Israeli discord as Lebanon casualties mount

Phased pull-out or straight home?

Israel's hard-pressed and often sorely divided cabinet of national unity will convene on Sunday to make what many Israelis believe could be a fateful decision...

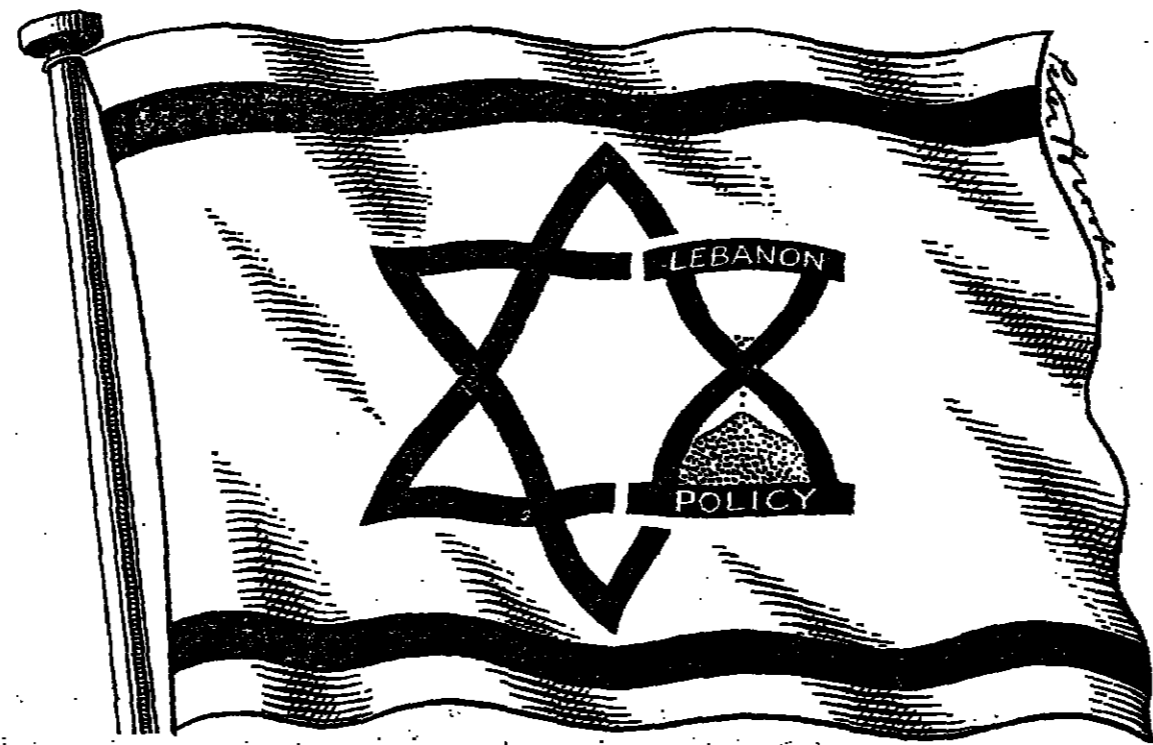
The session will be taking place against the backdrop of Israeli criticism of French UN troops, a depressing cycle of ambush and repression in the embittered Shia Muslim villages of southern Lebanon...

Unlike phase one, which was geared to a specific deadline, no firm dates have been laid down for the rest of the withdrawal process. But there has been widespread speculation - encouraged by government officials - that the second stage of disengagement from confrontation with the Syrians in the east will be complete by early May...

The mounting intensity of guerrilla warfare being waged by Shia Muslims inside the occupied area, the ferocity of the Israeli response (largely concealed from the public eye) and the call from Lebanese President Amin Gemayel - once seen by Israel as an ally - for the withdrawal to continue has ensured that the debate will take place amid a new mood of disenchantment with the \$1m-a-day Lebanon adventure...

What is being done to us by the Lebanese - their gangs and government authorities - is the worst thing, they are murdering our people who are in the process of full withdrawal from the area. They lurk waiting for them behind every corner to kill them before they get out of the hell...

Among the soldiers and officers themselves, the wish to leave Lebanon is as tangible as the fear which has manifested itself with good reason in every Israeli patrol which it has accompanied in recent weeks. Whereas once reporters covering the war were free to travel without flak jackets, to stop at Lebanese restaurants with their guns in our cars and make purchases at the many bargain stalls, today we are not even permitted to...



stop for a call of nature because of the possibility of ambush.

It is still unclear whether the cabinet will respond to this collapse in national morale with an accelerated departure from what even an unquestionable patriot like Ze'ev Schiff, Israel's leading military commentator, is now describing as "Israel's Vietnam".

Mr Schiff whose objectivity is respected by both main parties, recently paid his first trip to Lebanon for some time. "It is not just a different Lebanon", he reported. "It is, first of all, a different Israeli army. It is astonishingly completely behind its border. The Israeli government continues to insist that with the exception of some advisers for the proxy South Lebanon Army - the mainly Christian militia founded by the late Major Saad Haddad - it will withdraw all its men. But the rider is always added that the right of return is reserved if guerrilla attacks against northern Israel resume.

The bitter disillusion with Lebanon - a feeling driven home almost nightly by the harrowing funerals of military victims shown on television - was apparent in the rarified academic atmosphere of a recent symposium on the war at Tel Aviv University. By mid-afternoon the distinguished audience appeared devastated by the repeated admissions of failure. One senior defence personality commented acidly: "Sharon has just been tried in absentia and found guilty", while another was heard to remark in Hebrew: "My heart is breaking."

The most original contribution came from Dr Clinton Bailey, a former adviser on Lebanon to the defence ministry, a collector of Bedouin poetry and along with the late Moshe Dayan, probably one of the Israelis who best understands the...

working of the Arab mind. He contended that the longer Israel harbours the illusion that the disintegrating SLA can maintain security the less chance there will be of obtaining it.

In spite of the recent intensification of guerrilla attacks he argued that the Shia Muslims are still Israel's natural ally against the return of the PLO and that it was still not too late to try for some agreement acceptable to Amal, the Shia organization which provides an infrastructure in more than 200 occupied south Lebanese villages.

It was a refreshingly reasoned case whose message - that since the Shia in the south formed the majority of the population, it was disastrous to place Israel's hopes on an imposed Christian force like the SLA - appeared destined to fall on deaf ears within the defence establishment. After more than 600 deaths and 3,500 wounded on the Israeli side little prospect is being held out for the future beyond a return to the Christian-dominated buffer zone which gave such unsatisfactory protection to northern Israel before the 1982 invasion.

Whatever the final decision taken by the cabinet, the message being relayed by military chiefs about the future chances of "peace for Galilee" is uniformly bleak. "In my estimation we will be involved with terrorism in the north for many years", predicted General Uri Orr, the popular head of the Army's northern command. "Possibly following Israel's withdrawal, this will be within narrower parameters for a few months. But afterwards it will increase. The Palestinians will reorganize, and once the balance between the vermin, snakes and scorpions has been restored, they will turn against us again."

politicians to dig in rather than pull further back. Indeed, since the escalation in ambushes (on one night last week there were 11 in the Tyre region) there have been calls from some politicians on the right for Israel to consider a permanent military presence south of the river Litani, with a scorched earth policy designed to force all Muslims now living there to flee north.

There have long been sceptics, both in the Arab world and among the United Nations personnel who have observed the Lebanese war at first hand, who find it hard to believe that Israel will ever again withdraw completely behind its border. The Israeli government continues to insist that with the exception of some advisers for the proxy South Lebanon Army - the mainly Christian militia founded by the late Major Saad Haddad - it will withdraw all its men. But the rider is always added that the right of return is reserved if guerrilla attacks against northern Israel resume.

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Ronald Butt

Scargill's gift to Thatcher

In Trafalgar Square at the weekend, Mr Arthur Scargill told a rally of his supporters that his strike had "motivated a resistance movement similar to the one that had worked throughout the Second World War". That is indeed his great achievement and the British people may come to feel that they owe him a debt of gratitude.

The resistance Mr Scargill has motivated is not however, that of the miners' strike, which is now collapsing with nothing to show for it but the hardship of the misled men and their families. The significant resistance is that of the Nottinghamshire and Midlands miners who from the start have held out against Mr Scargill's call for blind obedience, and of those workers in other trade unions who have resisted every attempt to bring them out in his support.

It has been the Nottinghamshire miners' working despite intimidation, the transport workers who insisted on moving coal, the power workers who were determined to stay on duty, and the dockers who refused to stay out on strike who have ensured the defeat of Scargillism. In doing so they have struck a blow which may well have shaken loose the bonds of feudal trade unionism under which workers have put themselves under a union's protection, as a medieval man submitted to a feudal lord, were required too often against their own real interest to follow wherever their leaders led.

The recent desperate attempts of the TUC and even of the Labour Party, to secure a negotiated settlement to prevent the final rout of Mr Scargill's regime tells its own tale. In one sense, Mr Kinnoch and his colleagues should benefit even more than Mrs Thatcher from the defeat of Mr Scargill's type of militancy, which represents everything suffered by Labour moderates and members of the legitimate left at the hands of the hard left. They (like responsible trade union leaders) cannot wish success to tactics that put democratic socialism at risk.

Yet they also see that successful resistance by ordinary trade union members to the demands of their herons could strike at the essential power structure and force it to go in new directions. Some moderates might welcome this, but the vast majority of Labour activists, little though some of them may like Scargillism, do not relish change in the power base which has sustained their party for so long.

They know that Mr Scargill's ambitions have been defeated by trade unionists who have houses, mortgages and savings (except to the extent that Mr Scargill has drained them away) and who have come to see the connection between the marketability of their product and their own prosperity. They are the very voters against whom Mr Benn complained bitterly in the 1979 election on the grounds that, having bought their council houses, they dared, in a wild gesture of individualism, to bedeck a new front-door with a brass knocker, and even sometimes put a Tory poster in their windows. The newfound confidence of the individual property-owning trade unionist is a cause of real alarm in the Labour Party.

All this represents a great challenge to Mrs Thatcher and when the strike ends they will need to respond with sensitivity and imagination. Seeing Mr Scargill reduced to a state of abject submission, during recent months there has been a seepage of support from both directions to the Alliance. It would not surprise Conservative strategists if the Alliance pushed Labour into...

third place in the coming months. In theory, of course, the Conservatives would prefer a party structure within which power alternated between themselves and another party that accepted a free economy rather than a socialist party. But they also know that (as demonstrated in a study of the British electoral system by Dr Gordon Reece of Bristol University just published by Conservative Action for Electoral Reform) the effect of the Alliance could well be to let Labour in.

The key fact shown by Dr Reece's study is that while Labour needs only 23 per cent of votes to remain the second largest party, the Conservatives have cause to worry about their existence as a major party if their vote drops to 32 per cent in a situation in which the Alliance was a serious competitor. In the latest opinion poll by Gallup it was down to 35 per cent with Labour and the Alliance at 32 and 31 per cent respectively.

Mrs Thatcher has to address her mind to the need to be much more responsive to the mass of potential Conservative voters, and to the Two Nations syndrome of North and South. Some of her ministers will need reminding that it will not do to think as though the Tories were a southern middle-class party. Equally there are risks in Mr Nigel Lawson's ideas (now apparently abandoned) for removing the "distorting" tax advantages of mortgages and pension advantages which, whatever the rational case against them, help lay the foundations of widespread property ownership. She also has to take note of the clear evidence from the Gallup poll that only 25 per cent of Conservatives opted for tax cuts at the expense of social services, while 46 per cent wanted more social services and 25 per cent chose the status quo.

This does not mean that there is no possibility of removing wasteful and unnecessary state provision, or of shifting some responsibilities from state to private. (The long-term case for restructuring the health and welfare services on more rational lines remains.) Nor does it support the often irresponsible attacks on some of the Government's economies. But it is increasingly important that the Government should not seem indifferent to accusations of reducing standards in such services as hospitals on which the great majority rely.

Mrs Thatcher's instincts support this position but her rhetoric of personal responsibility, and the undoubted need to resist demands for greater total spending, do not make it easy for her to acknowledge it. Nor, so far, has she brought herself to address the link and the trade unionist directly on how the trade unionist's position when this destructive strike is over.

The way should be open for a more responsible and decentralized kind of trade unionism which is less baronial and more open to local bargaining in the light of local conditions, recognizing that each worker's prosperity rests on the productivity of his work. That should involve, wherever possible, worker's participation in the profitability of their work. But all this will only happen with government encouragement and it cannot be taken for granted.

Trade unionism could quickly fall back into the old ways which prevailed before Mr Scargill reduced them to tragic absurdity. This strike's end will be a great opportunity for Mrs Thatcher: what she says, and how she says it, will hardly be less important than what she does.

moreover... Miles Kington

Anaerobicsia nervosa

When I was in India recently I found in one hotel bathroom a small packet labelled clearly "Quick Aids". My first reaction was to marvel that such a fashionable disease had reached India so quickly. My second was to purchase a pair of rubber gloves and two steel forceps with which to inspect the contents of this interesting package. My third was to feel rather shamed as I withdrew one sticky plaster, one nail-file and two cotton buds, presumably supplied to deal with particularly nasty hangnails.

I should have known better. In my experience, any disease is almost impossible to catch as soon as it becomes popular. The public being the morbid animal it is, it is necessary at any given moment to have at least one ailment which is sweeping the western world, but there is never any necessity actually to catch it, only to be scared stiff by it. In my own lifetime I can remember such killers as Asian flu, slipped discs, Lassa fever, Legionnaire's Disease, anorexia nervosa, botulism and Melvyn Bragg's Knee rage through civilization, but I never met anyone who had caught any of them, with the possible exception of Melvyn Bragg.

I should explain this last reference in case his knee should sue me. For a while I was captain of the Punch cricket team, and once was so desperate for able-bodied players that I rang Clive James to offer him the sixth wicket down post. James was Australian, all Australians with the possible exception of Edna Everage are mad about sport; Edna James would leap at the chance to play.

"Not on your life, Miles," he said. "One thing I have learnt in life is that anyone who is engaged however loosely in media appearances should never indulge in any sport which can threaten to cripple your career at a stroke. Think of Marc Boxer's finger. Think of Melvyn Bragg's knee..."

The next day, by a coincidence, I was biking down Bond Street and spied Melvyn Bragg strolling the other way. I leapt off the bike and accosted the arts superstar with the words: "Hey, Melvyn, what's all this about your knee?" To my surprise he immediately clutched his leg, did a passable imitation of Groucho Marx's walk and groaned: "Oh God, don't remind me - I was such a fool to play football at my age."

I never did find out about Marc Boxer's finger. But I digress. The main point is that at any given time the public must have some killer disease with which to frighten itself, and AIDS is the first serious disease to come along since herpes two or three years back. The only interesting question is: why was there no newsworthy disease in the intervening two or three years?

My feeling is - and I know this will be a controversial theory - that there was a nasty disease in that time, but that it was never diagnosed as such. Anaerobicsia nervosa, I know it was presented to us as a dance craze, but really, a compulsion to exercise the body until it cracks and then limp for the rest of your days can only be classed as a trendy disease, a sort of energetic version of anorexia nervosa. Aerobics seems to be on the wane now, for the simple reason that it is being replaced by Aids; the public mind cannot grapple with two diseases at the same time. Personally, I have no time to grapple with either - having returned from India, land of cholera, typhoid, malaria and anorexia, I have been having trouble with a nasty hangnail. Luckily, the hangnail and sticky plaster have proved sufficient. I now have two untouched cotton buds with which to combat the next killer illness after Aids: Old past record. They should be more than sufficient.

Contras plus Reagan no match for Congress

President Reagan's attempts to make sense of his beleaguered policy on Central America have produced some strange spectacles: semi-secret negotiations in Mexico between the US and Nicaragua, which inevitably collapsed; a US-sponsored attempt in Miami to unite the Nicaraguan guerrilla groups, which never stood a chance. Now the White House and Congress are publicly battling over funds for Reagan's "secret" war against Nicaragua. Reagan is heading for defeat.

Echoes of the Bay of Pigs and Vietnam blight the administration's attempts to step up the military pressure on Nicaragua. But for congressional restraints on Reagan, the contras would now almost certainly be bombing and harassing the Sandinista government with great ferocity. As it is, the guerrilla army is sinking into disarray - more out of a lack of logistical support and guidance from the CIA than a shortage of money. The guerrillas began as a rag-tag band, their numbers growing to 14,000 as a result of \$20m of secret US funding from 1981-84; they are in danger of becoming one again.

Washington could formally recognize that this is now a fading dream.

The US-sponsored attempt to unite the rebel groups was defeated by the deep divisions among them. The collapse of the effort convinced Congress even more that it was right to cut off funding.

The main guerrilla group is the Nicaraguan Democratic Force. What if it collapses? One can only tremble at the thought of what thousands of well-armed, angry, displaced, disillusioned men might do. Neighbouring Honduras is scared of such a prospect.

Although describing the contras as "our brothers", Reagan would never offer them a home in the US. "They are wild, dangerous men, and the president knows it", a senior congressional source said. Honduras is the centre of America's military intimidation of Nicaragua. The US treats the tiny republic - poorest in the isthmus - with superpower arrogance, stationing thousands of troops on its soil, using it as a base for reconnaissance flights over El Salvador and Nicaragua and until Congress intervened, stationing large numbers of CIA agents there to train the Nicaraguan rebels.

American military engineers have constructed two radar stations, strengthened or built a number of bridges, and improved or built eight airfields in Honduras - all supposedly temporary projects as part of joint military exercises. That is nonsense. One airfield is headquarters for a 1,200-man US military presence, including a field hospital and an air reconnaissance squadron. Many Honduran leaders, military and civilian, regard the US presence as an offence against national sovereignty and self-respect.

Reagan's options in Central America are now severely limited. To sever diplomatic relations with Nicaragua would hamper intelligence gathering and offend the Contadora nations - Colombia, Venezuela, Mexico and Panama - who are trying to negotiate a regional peace agreement. The US could impose economic sanctions, but its allies in the region would probably refuse to follow suit. And such a move would probably drive Nicaragua towards greater dependence on the Soviet Union and Cuba. From every angle, it seems, Reagan is thwarted.

Christopher Thomas



P.O. Box 7, 200 Gray's Inn Road, London WC1X 8EZ. Telephone: 01-837 1234

VESTED INTERESTS

In his speech on the plight of urban communities to the Institute of Directors on Tuesday the Prince of Wales quoted from the architect Mies van der Rohe whose ideas have held too much sway over architects for too long.

"The individual is losing significance, his destiny is no longer what interests us. The decisive achievements in all fields are impersonal and their authors are for the most part unknown. They are the part of the trend of our time towards anonymity."

The Prince went on to reject this philosophy. He sought to illustrate how the victims of such a doctrine are those who have been condemned to inhabit the impersonal housing estates of much post-war inner city development.

Where individuals, after a struggle, have been given a chance to decide what kind of housing they wanted in a new public scheme, they had been able to contribute to the conversion of an old slum into an attractive village. Their environment acquires a varied character where before there would have been only the overwhelming personality of public housing expressed in that dead anonymous form of architecture imposed from above and reflecting all those inhuman characteristics

epitomized by the Mies van der Rohe statement. There is a lesson here which obviously goes far beyond the needs of community architecture, though the examples produced by the Prince of Wales suggest that it is an idea which should be taken up with enthusiasm in that quarter even against the likely and entrenched hostility of vested interests in local bureaucracies, building firms and the world of architecture.

Vested interests. They are at the heart of the British disease. Wherever you look there are pigs with their noses in the trough of public subsidy. They claim that they represent a general interest but they squeal only too loudly if they suspect that their part of the trough is to be threatened.

Britain is a deeply subsidized society. Any society which struggles along under the burden of so much state subsidy is likely to be a sick society. But in the case of Britain this burden is aggravated by the fact that the subsidies are so widespread and so indiscriminate in their application that nobody could argue that this particular structure of subsidy adheres to some principle of social justice.

The vast mass of state subsidy does not find its way to the truly deserving recipient. On the contrary, the long-suffering taxpayer provides colossal subsidies for private industry, private agriculture, private savings and private house purchase. The welfare payments which amount to more than half state spending find their way into the wrong pockets. They assist people whose level of income should not require the state to provide them with support of any kind. Those people would object

loudly to any withdrawal of taxpayers support for their mortgages, student grants or housing improvement grants yet they would probably be the first to complain of the many abuses of the welfare system which enable so many people to draw the dole while working actively in the black economy.

The black economy may deprive the Treasury of much-needed revenue because people are not paying their taxes. On another level, however, the black economy is to be welcomed. It shows that, beneath the crust of subsidy and the state-induced fatalism which infects so much of the corporate economy, there is indeed an "enterprise culture" at work such as the Prime Minister perceived to be the foundation of American economic success. In the black economy there are individuals who have refused to be intimidated by the environment of state help. They do not wait for the nanny state to provide them with life's necessities and to precondition their environment.

The subsidy culture is hostile to an enterprise culture, and therefore to the flowering of the individual, since it relies on a few in authority to make decisions for the many. It must be overturned, for instance, an even greater advance in home ownership rather than the council norm, by encouraging working place participation rather than succumbing to the domination and uniformity of class war rhetoric and the corrupting irresponsibility of the closed shop on the one hand confronting, a remote management on the other. The key to this social regeneration lies in the individual. It starts with him.

Opposition to tax on pension funds

From the Chairman of the Legal & General Group Plc

Sir, Your leader on "Budget boldness" (February 22) is marred by one very serious illogicality. You suggest that as part of a package of tax reform taxation should be levied on the investment income of pension funds.

As noted by the Meade committee in 1978 the current tax position of pensions is virtually ideal in itself, with tax relief on contributions, and investment income, and tax payments deferred until the actual receipt of pensions. That this way of saving has fiscal advantages does not derive from the improper tax treatment of pensions but from the inappropriate treatment of other forms of saving - implicitly recognised by your reference to "the shambles" of Britain's system of capital taxation. To condone a tax on pension fund income is to impose a further distortion on the system.

To depict such a development as part of a programme of "radical reform" is intellectually untenable. It may be good politics - or it may be bad politics. It has, however, nothing to do with "reform". The raising of tax income by a charge on the investment income of pension funds has no justification in terms of economic efficiency or in terms of the much-used and misunderstood objective of "fiscal neutrality". It would clearly represent what might be best described as "fiscal opportunism".

Finally, there is no foundation whatsoever for your statement that such a tax is one for which "the industry is already half-prepared". The innuendo in this statement is clearly that for "prepared" we should read "accepts". Nothing is further from the truth either as far as "the industry" is concerned or employers or, most important of all, the millions of current and future pensioners.

Yours faithfully, JAMES BALL, Chairman, Legal & General Group Plc, Temple Court, 11-Queen Victoria Street, EC4, February 26.

UK in hot pursuit of US dollars

From Lord Jellicoe and Dr N. B. Smith

Sir, We were interested to read the letter from Sir Peter Garran in your columns on February 22 about the need for a new dollar export drive.

As Chairmen of the British Overseas Trade Board and of the board's North American Advisory Group, we agree wholeheartedly with Sir Peter on the crucial importance of the US market. It is today by far our biggest single overseas market, taking some 15 per cent of our visible exports. In 1984, they topped £10 billion, the first time this has happened in any of our export markets. And our invisible earnings in the United States are almost as large.

Sir Peter asks if our exports to the United States are rising enough. The answer is "No". However, our exports of manufacturers are rising a lot faster than the crude figures might suggest. If we discount oil, exports of which fell slightly in 1984, and exceptional exports of refined silver in 1983, we find that UK visible exports to the US last year rose by some 34 per cent over 1983. This is exactly in line with the overall rise in equivalent US imports. Some of our competitors did even better; others did rather worse. Clearly there is room for improvement. But the performance of our exporters in this vital market in 1984 was cause for congratulation, not criticism.

We also agree with Sir Peter about the need for an export drive in the US market. We can say so without embarrassment since we launched the BOTB's "Export USA" campaign in May of last year. This is being run by the North America Advisory Group. With the full support of staff both in our posts in the United States and in the BOTB here in London - both of whom are dealing with a volume of inquiries about the United States at least 50 per cent higher this year than last - the group is using every available means up and down the country to draw industry's attention to the present unique opportunity in the US market; to the special characteristics of that market; and to the skills needed to exploit it.

Much of the effort is being concentrated on eight sectors where UK industrial strength matches exceptional potential in the United States. For most of the eight sectors we have co-opted on to the North America Advisory Group an industrialist actively engaged in

exporting to the United States, with a remit to develop a strategy for exploiting the particular market.

We have some knowledge of the skill and enthusiasm of our predecessors of 30 years ago, when the US market was no less important than it is today. We hope we can assure Sir Peter that the new generation of exporters - and export promoters - is maintaining the high standard, not least in enthusiasm, which he and his colleagues set.

Yours etc, JELICOE (Chairman, British Overseas Trade Board), N. B. SMITH, (Chairman, North America Advisory Group), British Overseas Trade Board, 1 Victoria Street, SW1, February 26.

Fall in sterling

From the Director of the British Management Data Foundation

Sir, The Governor of the Bank of England was, of course, right in his comment at the Investors in Industry dinner (Finance and Industry, February 23) that the Press tend to present the reduction in sterling as a defeat rather than being in several ways of considerable benefit to the country, particularly to manufacturing industry and to employment.

It is unfortunate that because of the recent weekend Press furor over the correct reflection of Government policy by Mr Bernard Ingham the Treasury lost their nerve and raised interest rates rather than allowing, as is now inevitably happening, market forces to have their way.

The dropping of a few points in the pound's value has insignificant impact compared to the damage that is done to industry by a rise in interest rates, as well as the effect on inflation, and indeed on the stability of the Government. It would be far better to have a much more relaxed attitude to money rate movements.

If the speculators grossly overstep the mark they will eventually burn their fingers. Taking a longer view, sterling is going to be an excellent buy.

Yours faithfully, ANTHONY COWGILL, Director, British Management Data Foundation, Selwyn House, 10 Evesham Row, St James's SW1, February 26.

Role of MIS

From Ms Claudia Milne and Mr Geoffrey Seed

Sir, We agree with most of your editorial "Publish and be judged," (February 26) regarding our Channel 4 documentary banned by the IBA. But we hope that when you see the programme, MIS's Official Secrets, you will share our view that it is neither unbalanced nor biased as you suggested.

Both our sources are concerned only to identify areas where MIS has acted outside its charter. Neither of them has any wish to discredit MIS and its role in protecting society against terrorism, espionage and genuine subversion.

Our sources co-operated with us because they had nowhere else to go. There was no independent responsible person to whom they could

Bank overkill

From Mr Alan L. Strowger

Sir, In my small-town solicitor's practice I received the other day not just one but nine circulars from Lloyds Bank Plc advising me of the new arrangement for deduction at source of tax on deposit accounts. Presumably large city firms were given a sackful commensurate with their size and status.

"It's the computer again", no doubt I will be told; but how many wasted trees does such largesse of unwanted mail represent? Add to this the rubbish that comes through my domestic letter box every day and it is little wonder that forest reserves are dwindling.

Yours faithfully, A. L. STROWGER, 12 Highland Street, Ivybridge, Devon, February 21.

People and places

From Dr H. J. Cluley

Sir, Your correspondence on people and places recalls for me an occasion some 30 years ago when I was asked by an American scientific journal to referee a paper submitted by American authors. The paper cited previous relevant work undertaken over here at the Fuel Research Station and itemised in the list of references under the author's name, "House, C."

I knew this name was phoney, but it was only when I consulted the probable source of the American



FEBRUARY 28, 1789

Following unsuccessful negotiations for peace in the war between Britain and republican France, the latter attempted an invasion of Ireland in December 1786. Opposition by British ships, but seamanship on the part of the French and storms combined to compel the French to retreat to Brest. A planned diversion on the coast of Pembroke which took place in February 1797 was led by an American adventurer, Colonel Tate. The invaders surrendered with few casualties on either side.

Haverfordwest Feb 24

EXTRACT OF A LETTER

"At this moment there are from ten to twelve hundred French Prisoners here: they are lodged in the churches, castle and hall of Haverfordwest. On Tuesday evening about 7 o'clock, the alarm was given by an Express from Fishguard of the enemy's having effected a landing. At this juncture, we had no other force in town than 50 of the Supplementary Militia, they were under arms in a short time. Expresses were sent to the Cardigan Militia at Pembroke, who were ordered to march immediately; the Pembroke Volunteers accompanied them, as did also Lord Cawdor's Troop of Yeomanry Cavalry, about 40 in number. The Supplementary Militia marching to relieve them in guarding the prisoners at Pembroke. This force passed through here yesterday morning, joined by this time by near 200 Sailors, armed with muskets, pistols, pikes, &c. making very formidable appearance. Lord Cawdor went in person yesterday before his troop, drew up and put himself in imminent danger by his close observation of the enemy. At Fishguard 300 Fencibles were ready to march as soon as joined by those from Pembroke; the whole country was in arms in less than twelve hours; from hence and the neighbourhood marched near 200; every ship was deserted, and Volunteers flocked in from all the neighbouring ports.

Last night 2000 men in arms were drawn up in battle array, in sight of part of the enemy, who appeared amongst the hills and rocks, on the back part of the mountains. They did not come to action, nor did they appear in any formidable force. The Peasantry had taken near 40 prisoners in straggling marauding parties over the country; they arrived here four or five at a time, having plundered all the houses within 6 or 7 miles of the sea. About 4 o'clock yesterday evening, I arrived at Fishguard, having joined a party of tars from Milford. We all fled towards Manarwen Hills; a few of the enemy appearing near there and fled out our approach. We were then counter-marched to Fishguard.

The enemy, during the night, surrendered themselves. Their vessels made sail from the Coast without giving them any intimation. It is to be hoped their frigates will be taken, as a packet sailed to Ireland with the news on the first alarm. Thirty of their Officers are at the Castle Hill, and wear their swords, on account of their having capitulated. They are all robust fellows, some of the Officers are the finest men I ever saw. We had killed three killed, and the enemy ten or more in skirmishes.

"This is all the news I can give you, in the present confused state of things."

Farming efficiency

From Mr E. D. Le Crean

Sir, The efforts towards conservation in Cumbria by Mr Howard and many of the members of his branch of the NFU are to be applauded, but it would be wrong to assume from his letter (February 8), that all is well with wildlife in Cumbria or that all farmers are equally conservation-minded.

Many of Cumbria's unique habitats, such as limestone pavements, ancient semi-natural woods, raised mires or herb-rich meadows, now exist only in relic fragments. Limestone has been sold to suburban gardens, broad-leaved woods converted to grazing or to conifer forests, mires drained or quarried for peat and herb-rich meadows replanted with ryegrass.

Even many of the fells themselves have an impoverished flora and show signs of erosion caused by overgrazing. Neat farms conceal an attention of much of the variety of plants and animals that enriched the interest and beauty of this exceptional county. Cumbria may not be like some of the counties to the south and east, but it is not what it was and agricultural policies must bear much of the blame.

The Cumbria Trust for Nature Conservation (in collaboration with others) is actively involved in the practical conservation of some of the relicts of semi-natural habitats that still survive. The Trust is also concerned that wildlife shall thrive in the countryside in general, alongside a prosperous agriculture and a rewarding life for all that dwell there.

We believe that it is possible to devise ways to do this at a cost no greater than that of the present support to agriculture. Farmers, foresters, landowners and politicians should join with conservationists in working out such policies.

Yours faithfully, E. D. LE CREAN, Chairman, Cumbria Trust for Nature Conservation, Church Street, Ambleside, Cumbria.

The English game?

From Mr Edward Purglove

Sir, Considering the depths of farce the game of cricket has been reduced to nowadays with its funny head-gear, pyjama clothing, barracking from spectators, etc. is it not time that the word ceased to be used as a simile for fair play?

Yours faithfully, E. J. PURGLOVE, 26 Station Road, Hurst Green, Hastingham, East Sussex.

Tongue-tripping

From Mrs Ian Ainsworth-Smith

Sir, Should not today's bulletin in The Times about Les Dawson's prostate (sic) gland operation have appeared on the letters page under the heading "Tongue-tripping"?

Yours faithfully, JEAN M.H. AINSWORTH-SMITH, 107 West Side, Clapham Common, SW4, February 26.

THE MUBARAK INITIATIVE

The proposal for direct talks between Israel and a joint Jordanian-Palestinian delegation, made last Sunday by President Mubarak of Egypt in an interview with the New York Times, has aroused more widespread and serious interest in the Arab-Israeli peace process than any move since President Reagan's initiative of September 1, 1982.

It is indeed very close in spirit to that initiative, which called for "broader participation in the peace process - most immediately by Jordan and by the Palestinians", and which envisaged "self-government by the Palestinians of the West Bank and Gaza in association with Jordan" as the key element in a lasting peace.

The Reagan plan, which engendered much hope in the tragic but fluid circumstances created by Israel's invasion of Lebanon, eventually foundered on two things: the unwillingness of Mr Begin's government in Israel to lend it credibility by accepting Mr Reagan's suggestion of an immediate settlement freeze; and the inability of Mr Yasser Arafat to persuade his followers to accept a formula negotiated between himself and King Hussein and designed to leave the door open to the kind of negotiations Mr Reagan envisaged.

Prospects seem better now in both respects. Mr Begin has left politics and, though he is now talking of a comeback, he seems

to be in a conciliatory mood, being willing to recognize Mr Mubarak's proposals as being "in the direction" of the Camp David agreement. Meanwhile there has been a general election in Israel which has brought to power a coalition government headed by Mr Shimon Peres, who welcomed the Reagan initiative at the time, has consistently favoured a "Jordanian" solution for the West Bank, and has now seized on Mr Mubarak's proposals with great alacrity; already since Sunday he has received two senior Egyptian envoys and has sent a minister who enjoys his own confidence to talk to the Egyptian president.

On the Palestinian side the balance of power has shifted in Mr Arafat's favour, thanks to the departure of the radicals who have thrown in their lot with his irreconcilable enemies in Damascus. There now is an agreement between King Hussein and the Palestine Liberation Organization, ratified by the latter's executive committee, although there are still dangers of it coming unstuck owing to disputes about its correct interpretation. Certainly the gloss which Mr Mubarak has put on it is unwelcome to some of Mr Arafat's key advisers, such as Mr Salah Khalaf ("Abu Iyad") who was reported yesterday by the Kuwait news agency as saying that Mr Mubarak had "offered major concessions to the United States in advocating the American-Israeli stand which denied

the PLO the right of representing the Palestinians". This was because Mr Mubarak had said "in the direction" of the Jordanian-Palestinian delegation could be "pro-PLO" people from the West Bank, rather than official PLO members. Mr Khalaf also objected to the exclusion of the Soviet Union from the process, at least in its initial stages. This was no doubt a deliberate move on Mr Mubarak's part, intended to overcome American and Israeli scepticism about the usefulness of an international conference which the Russians would attend, as called for by the Hussein-Arafat agreement. This could come later. Mr Mubarak now suggests. Whereas other advocates of it had seen it as casing the way for the PLO to accept direct negotiations, he sees direct negotiations as smoothing Israel's path towards an international conference.

By forcing the issue in this way, Mr Mubarak has taken a calculated risk, no doubt approved in advance by King Hussein if not by Mr Arafat himself. It will be tragic if the whole thing unravels because Mr Arafat feels obliged to denounce it, or for that matter because Mr Peres finds himself hemmed in by the Likud members of his own government and by the lengthening shadow of Mr Begin. The proposal deserves articulate encouragement and support - that of the United States, of course, being particularly crucial.

Anatomy of SDP

From Mr Dick Tavernie, QC

Sir, Mr George Brock, in his article about the SDP (February 25), is wrong in suggesting that the new Public Policy Centre is in some way an SDP group.

We are certainly concerned with developing alternative strategies to the prevailing orthodoxies of the present Government. But we are a charity, independent of political ties, and have drawn into our work people of all parties and none. When I became the original founding director of the Institute for Fiscal Studies, and later its chairman, the political impartiality of that fiercely independent organisation was never prejudiced by the fact that I was a former minister in a Labour Government and, later, a member of the SDP.

George Brock was also wrong, incidentally, in seeming to suggest that differences of views about relations with the Liberals coincide with views about incomes policies and demand management or, for that matter, personalities. There is no Jenkinsite faction in the SDP. Indeed, it is time that this myth was firmly laid to rest.

Not in there, to my knowledge, any particular group of people advocating old-style demand management and old-style incomes policies; or if there is, the names mentioned are not part of it. Yours truly, DICK TAVERNE, Chairman, Public Policy Centre, 37 Golden Square, W1, February 25.

Costs of legal aid

From Mr P. S. C. Lewis

Sir, I assume that by heading your editorial (February 13) "Divorce on the taxpayer" rather than "Justice on the taxpayer" you were suggesting (without having to say so explicitly) that sorting out the consequences of broken-down marriages had no element of public interest about it.

A moment when the Lord Chancellor's civil justice review indicates a recognition of the injustice to paying litigants caused by the costs of our court system hardly seems to be the right one for extending that injustice, in the name of equality, to those least able to bear it. You do not mention, incidentally, the additional duties in relation to "extravagant" litigation imposed on lawyers for assisted persons.

I think your argument is that all public provision should be reduced to the level of the worst, but your focus of attention is so narrow that it is impossible to be sure. Yours faithfully, P. S. C. LEWIS, All Souls Cottage, Oxford.

Famine in Africa

From Mr D. C. Carden

Sir, Climatologists predict that the drop in rainfall in the seventies and eighties in the belt that lies south of the Sahara and stretches from the Red Sea to the Atlantic will continue for the remainder of the century. So we face the crisis of today as brought home to us by T.V. But the probability is that the crisis will last for years. There then needs to be done? What are, I believe, three "musts".

First, food-surplus parts of the world, western Europe among them, must continue to provide food aid. Second, the black-top road which starts at Port Sudan and now ends at Kosti on the White Nile needs to be extended to Chad. Those who think the existence of a railway will make

this unnecessary delude themselves. If food is to reach starving populations west of the Nile the bulk of it will do so by lorry. And the existence of such a road will do much to reduce to manageable proportions what will be in any case a herculean task.

Third, and longest term but potentially most valuable, as much needs to be done in terms of breeding new varieties of the staple grains of Africa, namely millet and sorghum, as has been done for wheat and rice in other continents. There is nothing inherently impossible in the concept. It has been done for sorghum in the different environment of the United States. There, yields increased from 32 to 54 bushels per acre over 15 years, thanks largely to new varieties. An organization already exists to

produce the new varieties for the conditions pertaining in Africa. It is the International Crop Research Institute for the Semi-Arid Tropics (ICRISAT), in India in 1972. It has among its main objectives the breeding of higher yielding, more drought-tolerant varieties of sorghum and millet.

That institute and sister institutes in Africa which collaborate with it must get all the support that they now need, whether it be money or human genius. And if the climatologists prove wrong, would the effort be wasted? Certainly not. Yours faithfully, D. C. CARDEN (Ambassador to Sudan, 1977-79), Wistaria Cottage, 174 Castle Street, Portchester, Hampshire.



COURT AND SOCIAL

COURT CIRCULAR

BUCKINGHAM PALACE February 27: The President of the Republic of Iceland visited the Queen at Buckingham Palace...

The Duke of Edinburgh, Chairman of the National Federation of Housing Associations, visited Bristol today...

KENSINGTON PALACE February 27: The Duke of Gloucester visited Bristol today...

Forthcoming marriages

The Hon. C. W. Cayzer and Miss A. C. S. Squire The engagement is announced between Charles, second son of Lord Rothwick...

Marriage

Mr G. Brooksbank and Miss N. Newton The marriage took place on Tuesday, February 26 in the Guards Chapel...

Knighthood for judge

A knighthood is to be conferred on Mr Justice Steyn on his appointment as a Justice of the High Court of Justice.

Luncheons

HM Government Mr Paul Channon, Minister for Trade, was host at a luncheon given at Carlton Gardens yesterday in honour of the Lord Mayor of Bradford...

Receptions

HM Government The Hon George Younger, Secretary of State for Scotland, and Mrs Younger last night were hosts at a reception for Lord and Lady Fraser...



Welcoming smile: Queen Elizabeth the Queen Mother arriving at the headquarters of the Intelligence Corps at Ashford, Kent, yesterday (Photograph: Harry Kerr)

Memorial services

Lord St Oswald The Queen was represented by Viscount Long and the Duke of Edinburgh by Brigadier C. Goulburn at a memorial service for Lord St Oswald held yesterday at St Margaret's, Westminster...

Christie's chess set move

Given the fanatical attitude of grow-up collectors to lead soldiers and the traditional intellectual appreciation of the game of chess, it is surprising that chess sets seem to have been overlooked as a collecting field...

OBITUARY SIR IAIN MONCREIFFE OF THAT ILK Herald and genealogist

Sir Iain Moncreiffe of that ilk, Bt. CVO, QC, who died in London yesterday at the age of 63, was one of the most picturesque figures on the Scottish, and wider, British scene...

MR PAUL HARRAP

A correspondent writes: Paul Harrap, CBE, who died in St Thomas's Hospital, London, on February 26 at the age of 79, was not by material standards one of the leading publishers of our day...

The science report has been held over.

Revolving Budget Account Rate Changes Williams & Glyn's Bank announces that with effect from 4th March 1985 the rate of interest charged on overdrawn balances will be increased from 19% to 23% per annum...

Queen's Bench Division Law Report February 28 1985

No duty to consult GLC Regina v Secretary of State for the Environment, Ex parte Greater London Council Before Mr Justice Taylor [Judgment delivered February 18] Although section 6(1) of the Local Government (Miscellaneous Provisions) Act 1984 gave the Secretary of State for the Environment a discretion whether or not to defer consideration of proposed alterations to the Greater London Council...

Chancery Division

Newspaper competition lawful Express Newspapers plc v Liverpool Daily Post and Echo plc and Others Before Mr Justice Whitford [Judgment delivered February 19] A competition for the publication of the contents of the plaintiffs' newspapers, was neither an illegal lottery nor an unlawful competition under the Gaming and Amusements Act 1976...



SPECTRUM

The space-age Odysseus

The Times Profile: Arthur C. Clarke

Arthur C. Clarke is best known all over the world for his science-fiction writing...

Who else would have dreamed up the short story which has become one of Clarke's most discussed...



Romantic visionary: Arthur C. Clarke, bringing together fact and fantasy

1. If an elderly but distinguished scientist says that something is possible, he is almost certainly right...

He manages to capture the hopeless yet admirable desire to know things that can never be known

connection in Clarke's mind between the exploration of space and that of the sea...

of ocean upon which a lost ship could wander for weeks without sighting land

nuclear fission - the astonishing prediction that "the release of atomic energy will make space travel not only possible, but imperative"

2. The only way to find out the limits of the possible is to go beyond them into the impossible

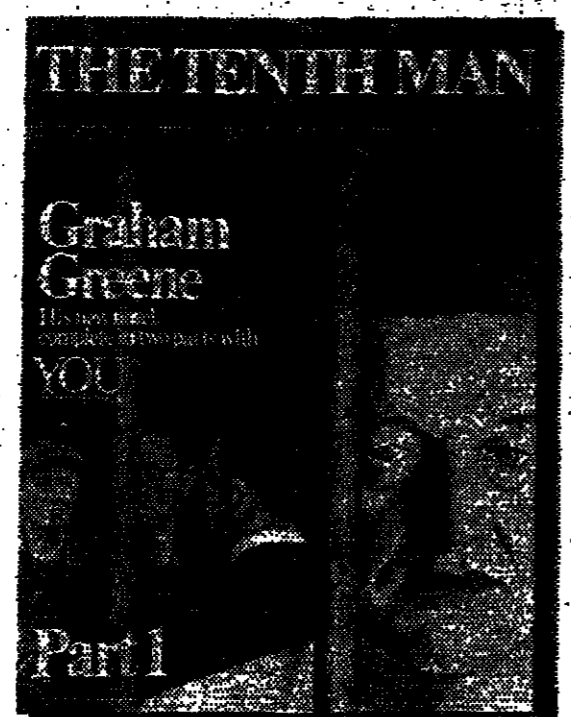
One intimate part of his life as a child has stayed very close to Clarke throughout the sea

Clark believes that, like space, but unlike the land-masses of earth, the sea will not lose its mystery...

After the war, Clarke finally took the university degree he was obviously ideal for...

He has attacked space weapons and pleaded for co-operation between the superpowers

Readers of other Sunday papers will be talking about this novel. Readers of The Mail on Sunday will be reading it.



The discovery of Graham Greene's lost novel 'The Tenth Man' is already the publishing event of the year

Consul and 'The Third Man' Set in France during the occupation and those fragile weeks following liberation...

Complete and unabridged. This novel has been waiting forty years to be read. Now you need wait no longer to read it.

Andrew Robinson

Now the safe has been opened to release to the world yet another masterpiece of storytelling from the author of 'Brighton Rock', 'The Honorary Consul' and 'The Third Man'

You can read it as a separate pull-out this Sunday and next only in The Mail on Sunday 'You' magazine.

CONCISE CROSSWORD (No 582)

ACROSS: 8 Animated gesture (13), 9 Eggs (3), 10 Stimulating foretaste (9), 11 Drive out (5), 13 US plain (7), 16 Resigned (7), 19 Parasitic arachnids (3), 22 Weimar Parliament (9), 24 Brown (3), 25 Non-C of E protestant (13), DOWN: 1 Disregard (6), 2 Landed property (6), 3 Instructive (6), 4 Rise quickly (4,2), 5 Sodium chloride (4), 6 Suds remover (6), 7 False (6), 12 Little bit (3), 14 Giroplane (8), 15 Irritate (3), 16 Malay skirt (6), 17 East (6), 18 Excuse from (3,3), 20 Hazel flower (6), 21 Soundness of mind (6), 23 Rigid band (4)

SEND entry form(s) and donations to 'Competition' BMW (GB) Limited, Ellesfield Avenue, Bracknell, Berkshire RG12 4TA. Further forms are available at any BMW car dealer.

Counting the cost of the last taboo



Buried in style: A Co-op horse-drawn hearse

Death is the last taboo. So much so that many doctors, undertakers and social workers millions of pounds a year to handle it for us.

Field, executive member of the NAFD and a director of Great Southern which through its 100 branches last year undertook 10,000 funerals...

Jane Warman, who runs a bereavement counselling scheme for Age Concern, feels this makes the grieving process even harder. "It is important", she says, "to be involved with your loved one's funeral arrangements, to have some control over what is happening; it makes coming to terms far easier."

A more immediate move in keeping down the cost of funerals has been organized by Age Concern. For the past year in Salford there has been an existence a Funeral Planning Service, which sets out to make all the funeral arrangements before its members' deaths.

Not that this last taboo holds any fears for Jane Warman. Three years ago she personally organized the cremation of a close friend and her own mother.

The price of funerals has long been a subject of concern. With the death grant a miserly £20 and even the cheapest funeral costing £200, many poorer families are embarrassed.

The experience led directly to the publication of his now-classic paper in Wireless World while still serving as a flight lieutenant, on the theory of extra-terrestrial relay stations, which would lead in 15 years to the launch of Telstar and today's explosion of international communications systems.

Such is the concern over the price of death that many Labour-controlled councils led by Liverpool, Greenwich, Southampton and Leicester have set in train plans to start municipal undertaking services.

Britain's 3,000 undertakers are taking this threat of council competition very seriously. The National Association of Funeral Directors has employed a high-powered public relations company to help counter both the council threat and the accusation that undertakers exploit the bereaved.

Jane Warman says: "What is needed is more choice. Many do not realize that they can shop around and are too embarrassed to ask for the cheapest service. Many buy expensive funerals out of a guilt feeling for the failure of their relationship with the person when he or she was alive. We must try and break down this last taboo."

Win a 1985 THE TIMES car for a 1935 price. THE TIMES BMW offer you the chance to win a £10,825 4-door 2-litre, 6-cylinder BMW 520i for only £350.

TODAY'S QUESTIONS. QUESTION 7: What do the letters 'BMW' stand for in English? QUESTION 8: If Trondheim is more than 10 degrees summer and winter, Malta nearly 15 and Tobruk 24, what is Rangoon?

THE RULES. 1. All entries must be accompanied by donation of at least £1 to The Guide Dogs for the Blind Association. 2. Answers to the questions must be written in BLOCK CAPITALS in the appropriately numbered boxes printed on the entry form.

FINANCE AND INDUSTRY

Executive Editor Kenneth Fleet

Another sterling try by Mr Volcker

It would be a brave man who claimed that the United States dollar had now passed its peak and put his own, as distinct from other people's, money where his mouth is. That said, there is a tentative feeling among the world's bankers that the atmosphere at this height may be changing. Most of the pressures recently at work in the foreign exchange market remain unchanged, with two notable exceptions.

The first, as evident in the testimony of Paul Volcker, chairman of the United States Federal Reserve Board to the Senate Foreign Relations Committee, is the determined education of Americans in the dangers to them of a soaring dollar. The second, more tangible and more immediate, is the dramatic gyrations of currency values in the last two days have demonstrated, is concerted intervention by central bankers to curb the dollar's progress.

This is a very expensive game indeed. The informed estimate of the cost of intervention yesterday, led by the German central bank with other European central banks taking part, is between \$1 billion and \$1.5 billion. Intervention will only succeed, in the short run, if it sculps speculators already in the market and persuades those outside that it is prudent either to remain there or gamble on the other colour.

In the longer run, it will succeed if more fundamental perceptions about the future strength of the dollar change.

Mr Volcker did his best again yesterday, after a sterling performance the day before. He reminded Senators that the American current account deficit last year of \$100 billion was something the world had not seen before. "We are on a trajectory of trade and current account deficits so large, that more and more funds will have to be borrowed abroad. While this had not proved too difficult so far, the flow was not likely to continue indefinitely."

The strength of the dollar, which President Reagan seems to believe owes everything to America's virtues and the economic vices of every other country, was not, in Mr Volcker's submission, fully explained by factors like relative interest rates or differences in inflation. The Treasury, anxious to nip in the bud any serious discussion of the re-introduction of exchange controls, sets out the benefits to Britain of the acquisition of overseas assets in its latest economic progress Report.

According to new Treasury figures the net stock of UK overseas assets has risen from £12½ billion at the end of 1979 to an estimated £70 billion at the end of 1984.

The increase is not quite what it seems, however. Last year, of the £13 billion increase in net overseas assets, £1½ billion was due to revaluations, £1½ billion to statistical discrepancies. That there was no net new investment is perhaps hardly surprising, in view of the pound's gyrations during 1984.

Even so, £70 billion of overseas assets is a sizeable sum, equivalent to 22 per cent of gross domestic product. At the end of 1979, before the removal of exchange controls had had time to take effect, net overseas assets were equivalent to just 6.5 per cent of GDP.

The Treasury says that high rates of overseas investment have built up a stock of overseas assets which will generate income in years to come and which will be distributed throughout the population through life assurance policies and pension rights. That the build-up has occurred during the peak North Sea years should provide a guaranteed income for when the oil runs out.

Citibank invasion threatens clearers

Citibank's thrust into the medium-sized company market, formally announced yesterday with the unveiling of Citibank Business Bank, poses a formidable long-term threat to the big clearing banks. It underlines Citibank's ambitious to be a major force in the UK domestic market.

During the seventies the American banks carved out of sizeable share of the market in loans to the big corporate clients at the expense of the clearing banks, largely because they were ahead of the game in developing medium-term lending and now commonplace ideas such as account executives.

Competition in the end of the market has long been intensive, but Citibank believes the opposite is the case in the market for banking services to medium-sized companies. It is almost certainly right. Discovering exactly where banks make their profits is high impossible, not least because of the difficulty of allocating overheads.

But there is little doubt that medium and smaller companies are a lucrative market for the clearers.

Citibank sees cracking this end of the market as one of the keys to achieving the kind of earnings growth it is after in Britain. It remains to be seen how it fares. But it is clearly happy with the initial results and the aggressive Citibank is not to be underestimated.

It has identified 12,000 companies with turnover of more than £5million as its target area of which it considers 2,000 as hot prospects (medium-sized internationally orientated growth companies). It claims to have developed 700 customer relationships and is using good old-fashioned cold calling from the 12 regional offices of Citibank Business Bank which will be open by the end of March.

Rapid credit authorization, foreign exchange and electronic banking are the type of services being offered a eventually basic sterling account facilities will also be offered to very small companies with the help of the Citibank Savings branch network.

Citibank's strategy is nothing if not ambitious and the clearers, particularly Barclays and NatWest, are likely to fight hard to protect their niche. This can only benefit small and medium-sized companies.

On-the-mend Tootal scorns £124m offer

Tootal launched its campaign for independence yesterday with a firmly-worded defence document urging shareholders to throw out the £124 million bid from the "mysterious" Australian textile and clothing group Entrad. Quite why Tootal should so describe Entrad when last year it happily sold the group its Bradmill Industries business for £20 million is not clear, but presumably it is designed to add flavour and intrigue to the unwanted approach.

In the event, Tootal goes on to dismiss Entrad's "opportunistic" bid as an attempt to grab the British group on the cheap when the hard work of knocking it into shape over the last four years has largely been carried out. Tootal estimates that profits before tax for the year just ended were not less than £22.5 million; a little lower than some in the stock market had been hoping for, but still an increase of 30 per cent. Earnings per share are reckoned at not less than 7.4p. The dividend payout is going up by 24 per cent to a total of 3.1p - again, some observers were probably looking for more in the circumstances.

The heavy rationalization programme now appears to be over, with money being pumped into existing businesses and new opportunities; a record £25 million is earmarked this year. In addition, Tootal is on the acquisition trail, with a significant target lined up in Europe.

It certainly appears that Tootal is well and truly on the mend, and indeed Entrad might be judged not so much guilty of making an "opportunistic" bid but of being rather slow off the mark in catching Tootal before the long recovery process got underway. In the market Tootal shares are 3½ above the 70p offer price, whilst described as "ridiculously low".

That may be typical of defence rhetoric, but it looks as if Entrad may have to stretch its Antipodean resources further to win the day.

Midland excluded as clearers win Australian bank licences

By Peter Wilson-Smith, Banking Correspondent

Three of Britain's big four clearing banks, with the exception of Midland Bank, have been granted full banking licences in Australia.

Another British bank, Standard Chartered, is also being granted a licence for its joint venture with State Government Insurance Corporation of South Australia.

The British banks are among 16 overseas banks being allowed full access to the Australian banking market. The long-awaited decision, unveiled yesterday by Mr Paul Keating, the Australian Treasurer, is expected to lead to much fiercer competition in the Australian banking market.

Until recently only half-a-dozen of the 42 applicants were expected to be given licences which allow them to engage in

the full range of banking activities and provide access to levered assets and facilities.

The decision to refuse Midland Bank a licence is a big blow to its prestige and there is speculation that concern over its problems with Crocker National in California may have played a part.

Midland Bank said yesterday it regretted the decision but it still planned to develop its wide-ranging interests in Australia, which it saw as a critical part of the Pacific Basin.

Barclays was always considered a front-runner for a licence as was Lloyds Bank through its wholly-owned subsidiary National Bank of New Zealand.

lian government by promising to base its headquarters in Adelaide, National Westminster is the other British bank which appears to have won at Midland's expense.

Among the others granted licences for either wholly-owned or joint venture banks are five American banks: Citibank, Bank of America, Chase Manhattan, J P Morgan and Bankers Trust.

The others are Royal Bank of Canada, Deutsche Bank, Hongkong and Shanghai Bank and Oversea-Chinese Banking Corporation. In addition there are three Japanese banks. Mr Keating said the 16 banks had proposed to employ a total initial capital of A\$1.5 billion (£1.03 billion). The licences are still pro-

visional and are subject to detailed discussions with the Treasury and Reserve Bank. Mr Keating said these could be completed in some cases within three months, allowing the new banks to open in the summer.

All the British banks involved already have interests in Australia, generally in consumer finance and merchant banking, which will provide a base for their developments.

The sudden expansion of foreign bank activity is likely to lead to considerable shake-up in the market. Mr Ron Bennie, general manager of NatWest's international banking division said yesterday: "It's going to be a highly competitive market. We accept that. Any strategy we lay out for Australia must be seen in the long term."

Auditors quit Johnson Matthey

By William Kay, City Editor

Johnson Matthey, the metal refining and chemicals group, has appointed Coopers and Lybrand as auditors in place of Arthur Young McClelland Moores, the accountant to which gave Johnson Matthey Bankers a clean bill of health last summer, less than four months before it had to be rescued by the Bank of England.

A Johnson Matthey spokesman said yesterday: "We received Arthur Young's resignation this month." The departure is understood to be related to Arthur Young's refusal to cooperate in an investigation into events leading to the sale of JMB to the Bank.

This inquiry is being carried out by Thomson McLintock, the accountants, and the solicitors Herbert Smith. Yesterday's statement said: "Up to now they have been unable to gain access to the books and



Neil Clarke, pretax profits down

personnel of JMB and their investigation has therefore been restricted to the limited information available."

For the time being, Johnson Matthey is pressing on with the inquiry. Meanwhile, Coopers has the immediate task of preparing to audit Johnson

Matthey's accounts for the year to March 13.

Mr Neil Clarke, the group's chairman, yesterday announced that pretax profits in the three months to December 31 were £3.4 million, against £7.8 million for comparable operations in the same period of 1983. This excludes a £2.9 million profit by JMB in the earlier period and a £100,000 loss by the US finished jewellery business, which was also sold during the year.

He disclosed that \$11.9 million (£11.3 million) due on December 30 from the jewellery deal has not been paid, so the company has had to repossess the jewellery.

Another part of the deal, involving US property, went through as planned. Johnson Matthey expects to announce in the next week or two the name of a new chief executive, for whom a search has been under way for months.

Hong Kong forecasts 9% growth

From Graham Searjeant, Hong Kong

Hong Kong's financial secretary, Sir John Bremridge, forecast another year of healthy export-led growth at 7 per cent in his budget speech yesterday.

Although Hong Kong's competitiveness is being hurt by linking its currency with the US dollar, exports are still expected to grow by 11 per cent in 1985-86 after a rise of 17 per cent, producing a 9.6 per cent output growth this year.

The stabilization of Hong Kong's currency with that of its biggest export market is credited for the fall in inflation to a forecast average 5.5 per cent this year and the link is to be kept.

Hong Kong's gross domestic product has reached HK\$286 billion (£35 billion), worth £300 per head, which means that two more years of growth at the forecast rate would bring Hong Kong to the American definition of a developed country.

Sir John's budget contains some useful pointers to what Mr Lawson would like to achieve in his own budget. Hong Kong has accumulated tax reserves from earlier years rather than any set national debt. It has run deficits since 1982, amounting to 0.6 per cent of output in 1984-85 in an effort to move towards a balanced budget in 1986-87. Sir John is increasing taxation.

But to avoid damaging incentives he has concentrated increases on indirect taxation from cosmetics to vehicle licences, which now cost almost £300 for a small car, while cutting income tax through an increase in married and family allowances. As a result, a family with two children earning £8,500 a year will pay no income tax.

This is easier to achieve in Hong Kong where public expenditure is forecast at only 13 per cent of gross domestic product, down from 16 per cent two years ago, and a balance account for nearly a fifth of government spending.

US official rules out tax reform before 1986

From Bailey Morris, Washington

Mr James Baker, the US Treasury Secretary, was given a warning yesterday that the Administration must set specific dates for its tax reform measures to prevent a damaging run on banks and other market disruptions by big investors seeking to beat the deadline on new tax laws.

An enormous amount of institutional money is either waiting "on the sidelines" or shifting rapidly from one investment vehicle to another in expectation of the changes. Mr Baker was told by the house Ways and Means Committee, in his first congressional appearance on the Administration's sweeping tax reform plan.

Mr Baker, in response to these concerns, moved to allay investors fears by announcing for the first time that "no administration tax reform plan will contain an effective date earlier than January 1, 1986."

Mr Dan Tostenkowski, chairman of the Ways and Means Committee, said he feared the Administration's position would set off a market disrupting scramble among investors seeking to take advantage this year of tax shelters, limited partnerships and other devices

BL steps up Japanese sales effort

From David Watts, Tokyo

BL yesterday laid the groundwork for a determined assault on the Japanese car market by acquiring the trading rights of a Japanese company.

It has taken over Nichiei Jidosha, to strengthen its sales and service network ready for the Japanese launch next year of the XX car being developed jointly by BL and Honda.

Mr John Snowdon, chairman of Austin Rover, Japan, said yesterday that Nichiei had been absorbed completely. There had been no transfer of shares. He said, but declined to give any details. Most of the Nichiei staff will join Austin Rover, making it one of the biggest foreign car importers and one of the largest foreign employers of Japanese.

Nichiei held rights to import Minis, which were sold at just over 1,500 a year. When the takeover takes effect from June 1, Austin Rover Japan will distribute the full Jaguar and BL range. It is negotiating to continue Nichiei's rights to distribute Alfias.

Japanese vehicle exports totalled 501,970 in January, against 515,000 in December and 482,000 a year before, the Japan Automobile Manufacturers Association said yesterday. Exports to the US rose to 195,100 (from 164,200 a year earlier), while shipments to the EEC fell to 102,800 from 126,200, including 43,900 to Britain.

Sales to China rose sharply, to 30,300 from 748 a year before, making China Japan's third largest vehicle market, after the US and Britain.

IN BRIEF

Bibby plans US listing

J. Bibby, the quoted London subsidiary of Barlow Rand, South Africa's largest industrial holding company, hopes to arrange a New York listing for its shares and to make acquisitions, mainly in the US, worth up to £100 million in the next few years. Share issues should provide most of the takeover finance.

These details of the group's revitalized corporate plan emerged yesterday in London, when Bibby announced 1984 profits of £21.5 million (up 16 per cent); a 35 per cent dividend increase; and a one-for-eight £28 million rights issue placed with UK institutions, trimming the South African group's stake from 97 to 86 per cent.

Tempus, page 17

Peat names senior partner

Mr Jim Butler will take over as senior partner of the accountants, Peat Marwick Mitchell, when Sir John Grenside retires on September 30 next year. Meanwhile, some US partners will be asked to leave after an extensive review of the efficiency of the US operations by the new management of Peat's American firm which took over last October.

Details are published today of a new business expansion scheme, Palmerston Property Developments, which aims at raising £8 million to use for property development of commercial, industrial and retail properties. The fund, which comes on offer on Monday, has been arranged by Lancashire & Yorkshire Investment Management, the financial services group.

STC surge

Shares in Standard Telephones and Cables rose 8p in after hours trading on the stock market yesterday to 200p after a meeting with analysts on figures for last year. Pretax profits at £140.8 million were marginally better than forecast at the time of the group's £173 million rights issue two weeks ago.

Tempus, page 17

Marley rise

Marley, the tile and building products company, increased pretax profits from £28.2 million to £33.1 million in the year to December 31. Turnover rose to £364.3 million from £322.9 million.

Tempus, page 17

Merrill post

Merrill Lynch Europe has hired Mr John Hutchinson, aged 37, former senior gills dealer at Wedd Durlacher, to form its own gills dealing team. Merrill intends to apply to become a primary dealer.

Increase in TSB profit disappoints

By Our Banking Correspondent

TSB Group, the personal banking group being groomed for stock market flotation in about a year, yesterday reported only a small rise in profits, from £155m to £157m.

This partly reflects a fall in the profit on sale of investments, which dropped from £22.9m to £12.7m. But the results, for the year to November 20, were still considered disappointing.

Despite a 25 per cent increase in loans and advances to £3.76 billion, profits on the banking side were static. Such growth as there was came mainly from insurance and unit trust services and a return to profit in the credit card operations.

TSB Group blamed the sluggish banking performance on higher funding costs: the bank has had to pay more for deposits, squeezing margins. The preliminary balance sheet confirms however, that TSB Group is very strong financially compared with other banks and the injection of between £500m and £1 billion, from the flotation will further bolster the balance sheet.

Dixons to value shops

Healey & Baker, the firms of estate agents, is to value 30 of the freehold shops acquired by the Dixons Group when it bought Curry's, the electrical retailer, in a £248 million bid.

It is the beginning of Dixons's attempt to get to grips

with the 570 shops, that it took over. Dixons said the valuations were not being done with a view to selling the properties. The rest of the portfolio will be assessed by Dixons Commercial Properties.

MARKET SUMMARY

STOCK MARKETS	MAIN PRICE CHANGES	CURRENCIES
FT Ind Ord 980.2(+5.2)	RISES:	London:
FT-A All Share N/A	Metal Sciences 13 +2	£: \$1.0900 (+0.0365)
FT Govt Securities 80.22(+0.93)	George Dew 78 +10	£: DM 3.6247 (+0.0165)
FT-SE 100 1258.8(-0.7)	Miss World Grp 235 +20	£: SwFr 3.0005 (+0.0283)
Bargains 24,801	Johnson Matthey 75 +7	£: FF 11.0755 (+0.0588)
Datastream USM 108.92(+0.35)	Casita (GB) 39 +3	£: Yen 261.54 (+1.4)
New York	Appleyard Grp 62 +5	£ Index: 71.6(+1.4)
Dow Jones 1290.30(+4.20)	C: H. Bailey 21 ½ +1 ¼	New York:
Tokyo	Grand Cent Inv 12 ½ +1	£: \$1.0890
Nikkei Dow 12,287.38(+92.41)	Reglan Prop 200 +15	£: DM 3.3325
Hong Kong	WV Grp 200 +15	£ Index: 153.1(+4.1)
Hang Seng 1387.62(-15.24)	Al Ind Prod 41 +3	
Amsterdam 200.1(-0.1)	Rainers (Jewellers) 55 +4	
Sydney: AO 786.8(+8.4)	Comp & Syst Ergs 284 +20	
Frankfurt	Magnet & Strins 126 +8	
Commerzbank 1170.8(+8.4)	Andre de Brett 16 +1	
Busselle:	York Trailer 33 +2	
General 236.86(+2.44)		
Paris: CAC 202.5(+1.3)		
Zurich:		
SKA General 336.80(+2.00)	FALLS:	
	Burnett & Hellams 135 -25	
	Mainnet Hlgs 33 -6	
	Sunlight Elect 8 -1	
	Uni Scientific 183 -15	
	Charterhal 52 -4	
	Neil & Spencer 44 -3	
	Microvita 78 -5	
	MJI Corp 16 -1	
	Harold Ingram 85 -3	

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TM7

WALL STREET

Table of stock market data including Dow Jones Industrial Average, S&P 500, and various market indices.

Dow edges ahead

New York (Agencies) - Wall Street share prices rose in early trading with most of the action in blue chips. The Dow Jones industrial average was up about 2 1/2 points to nearly 1289.

COMMODITIES

Table of commodity prices for various goods like oil, sugar, and metals.

APPOINTMENTS

Fulton Packshaw: Mr Paul Packshaw has become project finance. Ward Brothers (Sherburn): Mr Ken Anderson has been made chairman.

INVESTMENT TRUSTS

Table listing investment trusts with columns for company name, price, and other financial metrics.

FOREIGN EXCHANGES

A chaotic day on the foreign currency markets ended in relative calm yesterday, with the pound fairly stable in dollar terms at \$1.09.

STERLING SPOT AND FORWARD RATES

Table showing sterling spot and forward rates for various currencies.

FINANCIAL TRUSTS

Table listing financial trusts with columns for company name, price, and other financial metrics.

COMPANY NEWS

FALCON INDUSTRIES: The tools, engineering and building group has conditionally agreed to acquire Pampak Limited of Maldon, Essex.

EUROPEAN FINANCIAL FUTURES

Table of European financial futures data including three-month sterling and euro rates.

AUTHORIZED UNIT TRUSTS

Table listing authorized unit trusts with columns for trust name, price, and other financial metrics.

RECENT ISSUES

Table listing recent issues of securities with columns for company name, price, and other financial metrics.

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COMMERCIAL PROPERTY

Unit sales could solve cash shortage for development

By Judith Huntley

As institutional investors pull out co-ownership may take over

The problem of how to finance large office developments in the light of an institutional retreat from property investment is becoming more pressing.

There is the threat of a shortage of development finance from traditional funding sources. Large schemes are putting a great deal of strain on the investment policies of fund managers trying not to put too many eggs into one basket.

The National Association of Pension Funds' joint conference with the British Property Federation in Eastbourne last week, did little to dispel the gloom about prime property's performance, valuations and yield, that has been creeping into the market recently. With other investments like gilts and overseas equities showing better returns than direct property there is less incentive for the institutions to put large sums of money into some of the office developments in the pipeline in the City of London.

So where does this leave the developer trying to accommodate the demand for ever larger buildings at the edges of the City? Many in the property industry feel that 1985 will see the emergence of new kinds of development finance.

Hoare Govett, the stockbroker, predicts that new co-ownership, syndicated or unitized funding products will be rolled out this year. It is a concern shared by the Royal Institution of Chartered Surveyors which is about to grasp the nettle of this difficult subject

in an attempt to bring a common approach to it within the property industry.

The Institute has set up a working party chaired by Mr Colin Vaughan of Debenhams Trowson & Chinnocks, to investigate what is called "unitization". The working party of the commercial property committee is looking at the concept of unitizing single commercial property investments.

This means that units in a single property would have the same characteristics as a share certificate, a similar degree of marketability and a background of management and accountancy like that of a public limited company.

This will not be an easy or quick principle to establish and it is certainly ambitious of the Institute to embark on this course of action but it is an initiative to be welcomed from an institution not renowned for being ahead of the property market.

It appears that Professor Laurence Gower who undertook the Government's investor protection study, thinks such unit trusts for one property should be considered acceptable vehicles for public investment. If the idea were to take off, it would solve the problem of illiquidity which now besets the investment market. Large investments of more than £20 million are hard to sell, with a few notable exceptions.

Few funds can afford to absorb such a large investment, whereas "unitized" properties might give them the chance to enter into the market. The establishment of a secondary market is the key to the concept. Units could be traded much in the same way as shares in



Girobank goes to country

National Girobank, the banking arm of the Post Office, has taken 51,678 sq ft in Charter House, Ashford, Kent, the headquarters built for Charter Consolidated which owns the freehold of the 150,000 sq ft building.

National Girobank, the first large tenant for a decade, is paying about £3.50 a sq ft for the space. It intends moving in

phases with 30,000 sq ft occupied first and 10,000 sq ft over each of the following two years. Rent-free periods are on offer to coincide with the moves.

British Telecom is considering taking a large part of the remaining space or buying the freehold. Edward Erdman acted for the Girobank and Richard Ellis, Burrows and Day and Coating and Colyer are the letting agents for Charter.

property companies and used to raise finance for other schemes.

One factor which must be spurring the 'Institute' on to tackle this problem is the thought that the merchant banks which are increasingly involved in property investment and development, might beat the surveying profession by coming out with a variety of products. But it will take a brave investor to step into the untested waters of unitization.

Double figures for prime City offices: now showing yields of about 5 per cent might be enough to tempt them and for those with a pioneering spirit, the returns could be enormous.

The debate about new forms of finance is going to become more urgent as schemes like Liverpool Street, the 1 million sq ft of offices planned at the station by Stanhope Securities, come closer to fruition.

Heron Property Corporation, is complete. The scheme developed on the former Wimpole Street post office site in the West End is on the market through Edward Erdman for £1.25 million.

● **Dun & Bradstreet Europe**, the credit-risk assessor, is taking the 22,500 sq ft of ground-floor offices in Russell House, Broadwater Park in Deansham, Buckinghamshire, at a cost of £12.50 a sq ft.

Meanwhile, it is leaving 6,000 sq ft of offices in the City, at Backleybury House, which is on the market with a tenant's option to break the lease in 1991.

● **Peel Holdings**: Interim 2.5p (2.35p). Turnover half year to September 30 (figures in £000) 1,319. Pre-tax profit 619 (259). Earnings per share 7.47p (5.49p). No turnover or profits have been included for Bridgewater Estates or Cuba Industrial Estates, which were acquired on November 7.

● **HONEYWELL**: Reporting on the 1984 performance of its British and Irish computers business. Honeywell Information Systems has announced an 80 per cent increase in operating profits over the previous year. Revenues were up 13 per cent. Total computer business revenues in 1984 reached £130.2 million up from £115.1 million the previous year. Operating profits in 1984 totalled £16.4 million compared with £9.2 million. Return on investment last year was 24.5 per cent, compared with 12.4 per cent.

● **MISS WORLD GROUP**: Final 2.5p, mkg 3.6 for 1984, an increase of 20 per cent. Figs. in £. Turnover 1,182 (1,006). Pretax profits 515 (340). Tax 204 (149). Minorities nil (15). EPS 15.95p (10.92p).

● **KUNICK RAISING** £2.5 MILLION: Kunick Leisure Group, raising subject to shareholders' approval, £2.5 million by placing 7 million ordinary shares at 36p each with institutional investors. Sir Fred Pontin, chairman, said at the annual meeting: "The placing provides us with the ability to finance the major and exciting developments we currently have in hand. We remain confident of our ability to further develop the company in the long-term interests of shareholders."

Battle rages to develop lucrative City sites

The attractions for developers of freehold sites in the City of London may be gauged from the almost frantic attempts of some of the most active names in the industry to win bids for prime sites.

The latest developments in the saga of a valuable site in Moorgate and the former Consolidated Gold Fields' building, Coleman Street, typify this. Wates City of London Properties (with a portfolio comprised entirely of City offices), Greycoat City Offices and now Arbutnot Properties have all entered the fray to redevelop the site, which is owned by the Worshipful Company of Goldsmiths.

Arbutnot Properties is to submit a planning application for the site next week, contending with Wates, which wants permission for almost 64,000 sq ft of offices.

It appears that rival developers believe they have settled on the best scheme they want to put to the City authorities, but it is not yet clear whether any agreement has been signed between Wates and the In-holders.

Crucial to the redevelopment is the central section of the site, which is owned by the City and Parochial Estates.

Moorgate is not the only site at which developers are vying for a chance to gain a foothold in the lucrative City office market. Coincidentally, another livery company, the Worshipful Company of Vintners, is considering how to obtain the best return from Vintry House, which fronts the river at Southwark Bridge.

The livery company, advised by St Quintin, which occupies part of the building, has rejected plans from several developers and now intends to submit its own planning application to gain a more "lucrative" scheme.

Bride Hall Developments and the London and Edinburgh Trust and Arundell House Securities appear to have been among the last three or four developers whose schemes were considered and eventually turned down. The livery company may bring back the project to the market once it has established just what it is allowed to do on the site.

● **STC**: Standard Telephones and Cables announced its preliminary results for last year. Pretax profits at £140.8 million were a

little better than forecast at the time of the £173 million cash call a couple of weeks ago, but even so the company's shares closed unchanged at 192p.

That leaves the 199p-a-share rights issue still dangerously close to being left with the underwriters.

Analysts who attended the briefing on the results were told that the strategy embarked on with the ICL merger last summer would eventually prove highly successful and that the longer term outlook was encouraging.

The credit rating gap, however, is still clearly as wide as ever with the share nearly 50 per cent lower than they were a year ago and close to a historic low.

Perversely, the market's cynicism seems to grow stronger the more enthusiastic and optimistic the company's chairman, Sir Kenneth Corfield, becomes about the longer term future. Concentration on the uncertain outcome of the "long range mission" is seriously affecting short-term profitability.

As a result the rights issue cash which is earmarked for further heavy capital and research and development expenditure is increasingly regarded in the market as "risk capital". And companies like STC should not be raising risk capital however much a successful future in electronics depends on developing exciting new products.

The downside in the shares at this level appears limited but so does the upside until Sir Kenneth's optimism proves well founded.

● **Marley**: For Marley, last year was clearly a tale of two halves. Pretax profits in the first half were up by 44 per cent. In the second half the increase was a miserly 2.3 per cent. The combined effect was that profits for the year edged up from £28.2 million to the bottom end of expectations at £33.1 million.

To add to Marley's misery the present year could not have got off to a worse start, with the cold weather hitting building activity to which much of the company's activities are closely linked. Some of the lost business can be recouped but the first-half results will doubtless be hit hard.

The US operations are still making a loss. This was

TEMPUS

Barlow deals S African card through Bibby

One way into Barlow Rand's thoughtful plan to reconstruct its J. Bibby buy of last September into an international growth subsidiary is to examine the question of Bibby's independence. The Barlow camp, of course, maintains stoutly that all deals will be at arm's length. But then, of course they would say that, wouldn't they?

Anxious London eyebrows were probably raised at the simultaneous spectacle of a change in Bibby's year-end to come into line with Barlow, and the appointment of Barlow's executive chairman of the international side to the Bibby chair.

Recent acquisitions also call for some leeway in terms of analytical stringency.

Again, although the stated motive behind the rights issue was a bid to cut borrowings, the group is also toying with the idea of buying a US packaging company from - guess who? - Barlow Rand.

Old Slater hands from the early seventies recall the "Dustbin". Will the British institutions be asked to put up analogous capital to help Barlow shuffle high priced assets from subsidiary to subsidiary?

That possibility, of course, exists. But Barlow is adamant about its long-term growth plans. The latest deals probably represent a bid to tidy up the overseas bits of the empire, while the simultaneous plan to offer paper for deals points to a willingness to reduce the holding company's stranglehold on Bibby equity.

This in turn will bring in the institutional shareholders, enabling Barlow to indulge in a sophisticated piece of power broking while retaining ultimate control.

The consequent by-play between holding company and large outside shareholders ought, in theory, to resolve the underlying question of independence. No institution in London would tolerate for one moment the experience of exploitation.

In other words, Barlow appears to be importing into London its South African operating model. Yesterday, the institutions gobbled up the shares at 225p.

● **NEIL AND SPENCER HOLDINGS**: A conditional agreement has been signed for the merger of Neil and Spencer with Jensen Corporation, which is based in Florida and principally engaged in the manufacture and distribution of laundry equipment in North America. The merger is to be implemented by issue of 8.06 million new Neil ordinary shares. On basis of the middle market quotation for N. and S. ordinary shares of 47p at close of business on Tuesday, the new group would be valued at £1.14 million, of which one third would be attributed to the shareholders of Jensen and two thirds to the existing shareholders of N. and S.

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There must be a degree of sympathy for Marley since it is working hard to improve structure and performance but is simply not getting any breaks.

On a more positive front, the DIY business is still doing well despite only a marginal increase in floor space during the year.

Growth here will help combat difficulties in other sectors and Marley will also be looking to improve performances in the activities which are not dependent on the building industry and which so far have failed to perform adequately.

The expected downturn in volumes in some part of the group's activity should at least allow Marley to make some progress in reducing margins, which rose by £9 million to £98 million in 1984. About £25 million of the increase was due, however, to exchange translation.

The best that Marley can look forward to this year, is a modest increase in profits, perhaps to £35 million. There is always the prospect of a bid, however, despite large family shareholdings.

The shares closed down 3p at 84p and may see some short-term weakness.

● **Gilts**: The ability of gilts to turn on a sixpence whatever that was - was amply demonstrated yesterday, as the bounce in sterling fed through to London bond prices. Long dated stock improved by about ½ point, while shorts were up by about ¼ point.

More pertinently, the Government Borrower reactivated his medium tap - Exchequer 11 per cent 1990 - and sold stock at 20 ½. Bears noted that the tap has not been exhausted, but these cavils were largely forgotten in what turned out to be a field day for conspiracy theorists.

Did Mr Volcker really organize a global Duke of York on markets, by his bearded comments on Tuesday?

● **COMPANY NEWS IN BRIEF**

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The expected downturn in volumes in some part of the group's activity should at least allow Marley to make some progress in reducing margins, which rose by £9 million to £98 million in 1984. About £25 million of the increase was due, however, to exchange translation.

The best that Marley can look forward to this year, is a modest increase in profits, perhaps to £35 million. There is always the prospect of a bid, however, despite large family shareholdings.

The shares closed down 3p at 84p and may see some short-term weakness.

● **Gilts**: The ability of gilts to turn on a sixpence whatever that was - was amply demonstrated yesterday, as the bounce in sterling fed through to London bond prices. Long dated stock improved by about ½ point, while shorts were up by about ¼ point.

More pertinently, the Government Borrower reactivated his medium tap - Exchequer 11 per cent 1990 - and sold stock at 20 ½. Bears noted that the tap has not been exhausted, but these cavils were largely forgotten in what turned out to be a field day for conspiracy theorists.

Did Mr Volcker really organize a global Duke of York on markets, by his bearded comments on Tuesday?

STOCK MARKET REPORT

ICI and Fisons slip on rights issue fears

By Derek Pain and Pam Spooner

Cash call fears worried the stock market yesterday. Shares of Imperial Chemical Industries and Fisons, both reporting today, dipped as some feared about the possibility that one of them will accompany its results with a rights issue.

ICI shares slipped 24p to 850p before closing at 865p and Fisons lost 7p to 286p.

Fisons is the favourite to tap the market. There are reports that it will announce profits of about £47 million, along with an acquisition and cash call.

ICI is expected to report more than £1,000 million for the first time. Some forecasts stretch towards £1,100 million. With its rapid expansion more cash would not come amiss and some market men pondered whether it would use the opportunity of beating £1,000 million to seek more from shareholders.

The group has achieved a reputation for tapping the market at or near its peak. If it should change its arm today,

expect shares to take the hit and fall sharply.

Equities had a mixed day, but government stocks, on the back of the pound's spirited display on the foreign exchange markets. They closed with gains of up to 2 1/8% as interest rate fears subsided.

The Government broker took advantage of the resurgence to sell some of his recently introduced Exchequer 11 per cent, 1990 "tap".

The FT 30-share index closed 5.2 points higher at 980.2.

A full-blooded tip for Sangers, which has just taken over a US cosmetics business, comes from the in-house stockbrokers, Strams, Turball and Co.: Mr Robert "Hushmer-Barrett" and Mr Stefan Adams believe the shares, now 39p, should "at least double" in six months.

points. But the more broadly based FT-SE share index finished 0.7 points down at 1,258.8 points.

Oils were mostly lower as crude prices remained soft. On Tuesday night there had been strong US interest in Royal Dutch Petroleum and the shares were eagerly sought at one time. They touched £31, up £1, but closed at £49.10.

Hawker Siddeley saw its share price revive from recent weakness, rising 12p to 437p. Some analysts had taken a poor view of the engineer's prospects, but most forecasters are sticking to their guns.

United Scientific Holdings fell 15p to 183p after the annual meeting with analysts on Tuesday night. Although medium and long-term prospects are good for the defence industry group, the City is not impressed by short-term profitability. One stockbroker described the letter as "horrible".

One area in which USH has high hopes is in its pitch for

business, on the MCV 30 armoured vehicle. Tenders for the second tranche of orders for the MCV 30 are almost all in and USH reckons it has pitched its price: low enough to win orders.

That could just prospects at Guest Keane Nettletons, which has played the leading role in MCV 30 production but yesterday the GKN share price showed little nervousness. GKN edged 1p higher to 211p.

Granada Group is in favour with Wood, Martlesham, the stockbroker. The firm believes its profit forecast of £70 million for 1984/5, representing a 27 per cent increase on last year's profits, is now, at the lower end of market expectations and "looks quite achievable".

At the present share price of 192p, unchanged yesterday, the leisure group is on a price-earnings ratio of 11.2.

Cookson Group, the industrial materials producer, came in for stock market attention as analysts took a more optimistic view of profit prospects. Cookson reports full year figures in March, and the City has, for some months nuzzled hopes of a big jump in the pre-tax total.

Suggestions of £46 million and more are being bandied about, compared with 1983's £21.7 million. Yesterday the shares traded at 57 1/2p, up 6p on the day and just a few pence below their best level.

Baker Perkins is also benefiting from analysts' enthusiasm. At Quilter, Goddison, the stockbroker, profit forecasts for the engineering group are for

year results are due in the next few weeks, and City expects further improvement after the weakness of recent years.

Boots, on the back of a stockbroker's lunch, improved 7p to 171p, and Tarmac, after a lunchtime meeting at the City office of Smith Keen Cutler, the Birmingham stockbroker, rose 1 1/2p to 468p.

Mr Nigel Harrison, of SKC, has already forecast profits of £105 million for this year. The strength of sterling took some of the shine off exporters. P & O added 7p to 360p on Sterling Guarantee Trust offer going unconditional.

Appleyard Group, the garage business, climbed to a new high

reaching the 1,000 trades level. Imperial Chemical Industries and Jaguar were among the most prominent, as 609 and 757 contracts, respectively, changed hands. Of the overall market total, well over 5,000 contracts were calls.

Arundell House Securities, the commercial property development company, will come to the stock market within 12 months. It seems that either S. G. Warburg or Kleinwort Benson, the merchant bankers, will handle the flotation.

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THIS DOCUMENT IS IMPORTANT. If you are in any doubt as to the action to be taken, you should consult your stockbroker, licensed dealer, bank manager, solicitor, accountant or other professional adviser.

This prospectus includes information relating to Palmerston Property Developments plc ("the Company"). The Directors of the Company have taken all reasonable care to ensure that the facts stated herein are true and accurate in all material respects and that there are no other material facts the omission of which would make misleading any statement herein whether of fact or of opinion. All the Directors accept responsibility accordingly.

No shares in the Company are listed, quoted or dealt in on any stock exchange nor has any application been made to any stock exchange for listing or for quotation or for permission to deal in any of the shares proposed to be issued.

Copies of this prospectus, having attached thereto the documents specified herein, have been delivered to the Registrar of Companies for registration.

PALMERSTON PROPERTY DEVELOPMENTS plc

(Incorporated in England under the Companies Acts 1948 to 1983 No 1886355)

OFFER FOR SUBSCRIPTION
under the terms of the Business Expansion Scheme
OF UP TO 8,000,000 ORDINARY SHARES OF £1 EACH AT £1 PER SHARE PAYABLE IN FULL ON APPLICATION

ARRANGED BY LANCASHIRE & YORKSHIRE INVESTMENT MANAGEMENT LIMITED
(Member of the National Association of Security Dealers and Investment Managers)

The subscription list will open at 10.00 a.m. on Monday, 4th March, 1985 and may be closed at any time thereafter. The Directors will not allot any shares unless applications are received for a minimum of 500,000 Ordinary shares by no later than 2.00 p.m. on Monday, 18th March, 1985. The procedure for application is set out on page 18. The issue is not underwritten.

The Directors of the Company intend that it becomes a qualifying company within the terms of the Business Expansion Scheme having received an indication from the Inland Revenue that, on the basis of information submitted to it, the Company will be regarded as carrying on a qualifying trade. Individual subscribers for Ordinary shares in the Company should, depending upon their circumstances, be able to obtain income tax relief at their highest rates of tax.

DIRECTORS AND ADVISERS

Directors

Viscount William Phillip De L'Isle VC, KG, PC, GCMG, GCVO, FCA (Chairman)
Penshurst Place, Tonbridge, Kent
Peter Monahan Archer FRICS
The Coppice, Martinsend Lane, Great Missenden, Buckinghamshire
Robert Lewis Dean BSc, FRICS
30 Cornhill, London EC3V 3ND
Jonathan David Harris FRICS
6 Carlos Place, London W1Y 6LL
Erian John Hill MA, FRICS, FCIIB
Crown House, Kingston Road, New Malden, Surrey
William Keith Moss FCA
73 Wimpole Street, London W1M 7DD
Richard Seifert JP, Dip. Arch. (UCL), FRIBA
164 Shaftesbury Avenue, London WC2H 8JZ

Secretary and Registered Office

George W. Jones BSc, ACA
5 Baker Street, London W1M 1DA

Auditors and Reporting Accountants

Stoy Hayward, Chartered Accountants,
8 Baker Street, London W1M 1DA

Solicitors to the Issue and to the Company

Titmuss, Sainer & Webb,
2 Sergeants' Inn, London EC4Y 1LT

Consultant Surveyors

Pepper Angliss & Yarwood, Chartered Surveyors,
6 Carlos Place, London W1Y 6LL
Savills,
30 Cornhill, London EC3V 3ND

Bankers

Hill Samuel & Co. Limited
39 Wigmore Street, London W1H 0AL

Sponsors

Lancashire & Yorkshire Investment Management Limited,
73 Wimpole Street, London W1M 7DD

KEY INFORMATION

The following summary should be read in conjunction with the full text of this prospectus.

Activities

The Company intends to carry on the business of property development, principally of commercial, industrial and retail properties.

Expertise

The Company has the benefit of a team of highly experienced professionals in the property field, with the knowledge, skills and connections to identify and recommend attractive development opportunities.

Security

The Company will be asset-backed and will pursue a management policy designed to achieve a rate of growth for its shareholders consistent with the basic element of security sought by the majority of investors.

Realisation

At the end of the qualifying period, the nature of the Company's business will offer a number of alternative means of realising the value of the Company's shares, including the possibility of a quotation on the Stock Exchange.

Tax Relief

Individual investors should be able to obtain the additional advantage of relief against income tax through the Business Expansion Scheme, resulting in a considerable reduction in the effective cost of investment in the Company. For investors holding their shares for the required qualifying period, a gain can be realised, even if the shares do not increase in value over their purchase price.

DEFINITIONS

"the Company"	Palmerston Property Developments plc
"Ordinary shares"	Ordinary shares of £1 each in the Company
"LYIM"	Lancashire & Yorkshire Investment Management Limited
"LYPM"	Lancashire & Yorkshire Property Management Limited
"the BES"	the Business Expansion Scheme

INTRODUCTION

The purpose of this issue is to raise funds to enable Palmerston Property Developments plc to commence the business of property development, principally of commercial, industrial and retail properties, although when suitable opportunities occur residential development may also be undertaken. It is intended that completed developments will be sold and the Company's income will therefore derive mainly from profits on developments rather than rental income.

The issue provides investors with the opportunity to participate in a business which benefits from the services of a number of experienced professionals in the property field, with the knowledge, expertise and connections to identify attractive development opportunities.

Individual subscribers should be able to obtain the additional advantage of relief against income tax through the BES - the details of which are set out later in this document. The potential returns to such investors are substantially increased where tax relief is obtained on the amount subscribed.

The minimum amount required to be raised is £500,000 by the issue of 500,000 Ordinary shares at a price of £1 per share. It is intended to accept further applications for Ordinary shares up to a maximum of 8,000,000 Ordinary shares.

The Directors of the Company believe that this issue represents an excellent opportunity to participate in a company which will be asset-backed by properties in the course of development or completed and awaiting sale. The Directors will pursue a management policy designed to achieve a rate of growth for its shareholders consistent with the basic element of security that is sought by the majority of investors.

THE BUSINESS OF THE COMPANY

The Company's principal activity will be to acquire freehold and leasehold sites in good locations and to undertake property developments.

The Directors have extensive experience of property development and the analysis of risk factors relating to property development, and they will seek ventures and opportunities where there is every likelihood of a good demand for completed projects, resulting in a steady increase in shareholders' funds.

In order to expand the Company's scale of activities, the Directors will consider funding developments using bank or institutional finance in addition to its own resources arising from this issue. However, it is not expected that such borrowings will exceed 50 per cent of total projected development costs.

The Company considers it will be well placed to identify suitable projects and, in order to reduce further the risk factors inherent in property development, the Directors intend to deploy the Company's resources across a range of projects.

DIRECTORS AND MANAGEMENT

The Directors of the Company are:

Viscount De L'Isle (Chairman), aged 75, is a Chartered Accountant who has held directorships of major companies throughout his career, principally in banking and insurance. These have included the chairmanship of Phoenix Assurance plc and directorships of Manufacturers Hanover Trust Inc. and Continental Insurance Company of New York Inc. He is the chairman of Property Growth Assurance Company Limited and has banking and insurance interests in the United States of America.

Peter M. Archer, aged 42, is a Fellow of the Royal Institution of Chartered Surveyors, and is an assistant director of Lazard Brothers & Co. Limited. He is the surveyor to the Lazard Property Unit Trust and a member of its committee.

Robert L. Dean, aged 45, is a Fellow of the Royal Institution of Chartered Surveyors and is a senior partner of Savills a well-known firm of commercial, residential and agricultural surveyors. He is a member of the committee of the Lazard Property Unit Trust.

Jonathan D. Harris, aged 43, is a Fellow of the Royal Institution of Chartered Surveyors and serves on its General Council, and is a Visiting Fellow in Investments and Valuations at Reading University. He is the senior partner of Pepper, Angliss & Yarwood, Chartered Surveyors, and is a member of the committee of the Lazard Property Unit Trust and a director of Property Growth Assurance Company Limited.

Brian J. Hill, aged 52, is a Fellow of the Royal Institution of Chartered Surveyors and of the Chartered Institute of Builders. He is chairman and chief executive of Higgs and Hill plc, a major international construction and property development company. He is a member of the committee of the Lazard Property Unit Trust.

W. Keith Moss, aged 36, is a Chartered Accountant with considerable experience in financial and property matters. He is joint-managing director of Lancashire & Yorkshire Investment Management Limited and of Lancashire & Yorkshire Property Management Limited (an External Member of The Stock Exchange). He is deputy chairman of Lancashire & Yorkshire Assurance Society.

Richard Seifert, aged 74, is the Senior Partner of R. Seifert & Partners, Chartered Architects. He is a Fellow of University College London and a past member of both the British Waterways Board and the Road Safety Council. His firm's principal projects include the National Westminster Bank Tower, The Times Newspapers Headquarters, Euston Square Station, Gamage, Hatton Garden, Wembley Conference Centre, Park Tower Hotel, The Royal Garden Hotel, Cutlers Garden, Devonshire Square, and 90 Long Acre, London.

The Company will be managed by its board of Directors, who have appointed Lancashire & Yorkshire Property Management Limited to be responsible to them for the day to day property management of the Company under the terms of the agreement referred to below. Secretarial, accounting and administrative services will be provided by LYIM under a separate agreement referred to in Appendix III.

The Directors will be rewarded for their efforts by their involvement in LYPM; they will not receive any fees or other remuneration from the Company. By such involvement their rewards will depend directly upon how successfully they manage the business of the Company for its shareholders.

Management Agreement

Under the terms of a management agreement between LYPM and the Company, the principal terms of which are summarised in Appendix III, LYPM will implement the policy of the Board as to the identification and selection of suitable projects, the carrying out of the developments and their subsequent disposal. This role will involve LYPM in co-ordinating the selection of the professional team, such as architects, quantity surveyors and engineers and of building contractors and in due course organising the marketing and eventual sale of the completed schemes.

For these services LYPM will receive remuneration amounting to 2 per cent. (plus VAT) per annum of the net assets of the Company. It will also receive 20 per cent. (plus VAT) of the profits arising from the completion or sale of individual developments.

In carrying out its obligations LYPM will utilise the services of the firms and companies of the Directors, and such firms and companies will charge fees in the normal course of their business.

ANTICIPATED RETURNS

As a guide, the Directors will generally be seeking out development opportunities that are anticipated to provide, when completed and sold, a profit of approximately 20 per cent. dependent upon the potential riskward factors, certain schemes may be carried out where a higher or lower rate is anticipated.

WORKING CAPITAL

The Directors believe that, subject to receipt of the minimum subscription, the Company will have sufficient working capital to commence its business. Furthermore, the Directors have received an indication that the Company's bankers are willing to consider making facilities available in connection with specific developments.

Pending the acquisition of suitable development sites, the net proceeds of this issue will be placed on deposit with the Company's bankers.

DIVIDEND POLICY

The Directors do not presently intend to pay dividends, so that profits may be reinvested in further property projects in order to increase the value of the Company.

REALISATION

The Directors recognise that some shareholders may not wish to retain all or part of their investment for the full five years from the date of issue of the shares throughout which period the shares must be held in order to retain BES relief ("the five year period"). The Directors have, however, agreed with LYIM, a Member of the National Association of Security Dealers and Investment Managers, that it will make a market in the Company's shares. Investors should be aware that if they dispose of shares during the five year period they may lose their entitlement to tax relief under the BES.

At the end of the five year period, the Directors intend to take whatever action they believe to be in the best interests of the majority of the Company's shareholders. The Directors consider that the nature of the Company's activities should provide a number of alternatives including—

- (i) a disposal of the Company's assets and the distribution of the proceeds of sale to shareholders
- (ii) a sale of the Company to a third party, either for cash or in exchange for quoted shares
- (iii) the listing of the Company's shares on the Stock Exchange or their quotation on the Unlisted Securities Market.

RETURNS TO INVESTORS

The table below illustrates the effect of BES relief to a qualifying investor who subscribes for 10,000 Ordinary shares at a total subscription cost of £10,000, assuming that the cost is eligible for relief at the rate of tax stated in the left hand column—

Average tax rate applicable to claim	Value of relief obtainable	Net Cost of Investment	Net Cost per share
60%	6,000	4,000	40p
50%	5,000	5,000	50p
30%	3,000	7,000	70p

For investors holding their shares for the required five year period, a gain can be realised, even if the shares do not increase in value over their purchase price. If the shares do increase in value, the overall returns to investors will be even greater. The effect can be seen from the table below, which illustrates the approximate annual compound growth rates after tax to subscribers qualifying for tax relief under the BES at the end of the five year period, the value of each share is—

- the original gross purchase price of the investment (£1 per share); or
- twice that sum (£2 per share)

Average tax rate applicable to claim	Approximate annual compound growth rate (net of capital gains tax) if disposal is for:	
%	(a)	(b)
60	17%	29%
50	13%	25%
30	7%	19%

No capital gains tax is payable in the case of (a), as there is no gross gain. In the case of (b), it has been assumed that capital gains tax will be payable on the chargeable gain at 30 per cent. - i.e. no allowance had been made for the annual exempt amount of gains (at present £5,000) or the availability of capital losses; an indexation allowance has been made, assuming that inflation will be 5 per cent per annum over the period. In both (a) and (b) it has been assumed that the tax relief will be obtained nine months after the date of subscription.

No guarantee can be given that the proceeds of a sale of the shares after five years will not be less than the gross cost. In which case the annual compound growth rates will be lower than those shown in column (b) above.

It should be noted that, for capital gains tax purposes, a disposal of the Company's shares for less than the cost of the subscriptions will not normally be an allowable loss.

The Directors intend to conduct the affairs of the Company in such a way as to establish and maintain the qualifying status of the Company. However, relief will only be available provided certain conditions, relating both to individual subscribers and the Company, are met. The Directors can therefore give no assurance that relief will be available to individuals, who are strongly advised to consult their professional advisers.

THE BUSINESS EXPANSION SCHEME

It is intended that the Company should be treated as a qualifying company for the purposes of the BES.

Income tax relief is granted under the BES to qualifying individual taxpayers who subscribe for shares in inland Revenue approved companies. As a result, there will be a considerable reduction in the effective cost of investment in the Company to those individuals who qualify for the purposes of this Scheme. A summary of the main provisions of the BES, including the conditions which have to be satisfied to obtain relief, is set out in Appendix I.

On the basis of the information given in this prospectus, a draft of which has been submitted to the Inland Revenue, the Inland Revenue has indicated that the Company should be treated as carrying on a qualifying trade for the purposes of the BES.

It is emphasised that this indication is provisional and formal approval for qualifying company status can be given only when the Company has submitted a formal statement to the Inland Revenue as required by the legislation after the Company has carried on a qualifying trade for at least four months.

Individuals who subscribe for shares in the Company and meet the relevant conditions should, under the terms of the BES, be able to obtain tax relief at their highest marginal rates of tax on the full cost of their subscriptions. A claim for tax relief may be made four months after the date of issue of the shares provided that this occurs within two years of the date of issue of the shares in respect of which relief is claimed. In order to obtain the relief each investor must submit a claim, accompanied by a certificate supplied by the Company, to his or her own tax district. Before issuing a certificate, the Company is required to obtain the authority of the Inland Revenue. The relief will normally be given by repayment after the claim has been admitted.

The Directors intend to undertake the acquisition of an initial site as soon as a suitable opportunity is identified.

Individual shareholders in the Company who are resident and ordinarily resident in the United Kingdom at the time when shares are issued, who are not "connected" with the Company and who subscribe for shares pursuant to this prospectus, should be entitled to a deduction from their taxable income for the tax year in which the shares are issued in respect of the amount subscribed.

Under the BES, the maximum amount on which income tax relief may be obtained by an individual for the tax year ending 5th April, 1985 is £4,000. This limit applies to the aggregate of all investments made under the BES within this tax year. For this purpose the investments of a husband and wife living together are combined.

In order to retain relief the shares must be held for a minimum period of five years from the date of issue. If the shares are disposed of within the five year period then the relief is withdrawn in full if the disposal is not effected on arm's length terms; if the disposal is at arm's length, then the relief is withdrawn up to the amount of the sale proceeds. The death of a shareholder is not regarded as a disposal for this purpose.

APPLICATIONS

Applications for Ordinary shares must be made on the application form at the back of this prospectus and in accordance with the "Procedure for Application" on page 18.

The subscription list for the shares now being offered will open at 10.00 am on Monday, 4th March, 1985 and may be closed at any time thereafter. The Directors will not allot any shares unless valid applications are received for a minimum of 500,000 Ordinary shares by no later than 2.00 p.m. on Monday, 18th March, 1985.

PALMERSTON PROPERTY DEVELOPMENTS plc

(Incorporated in England under the Companies Acts 1948 to 1983, No 1886355)

APPENDIX I - THE BES

Summary of the effects of the main legislative provisions relating to the Business Expansion Scheme.

1. Introduction

This Appendix only summarises the main provisions of the BES introduced by Section 36 of the Finance Act 1983. It does not set out any of the provisions in full and intending subscribers are strongly advised to seek professional advice.

2. The relief

The relief is a relief from income tax. The relief is available for the years 1983-84 to 1986-87. It is given as a deduction of the amount invested from the claimant's total income and, accordingly, the relief is effective at the claimant's highest rate of tax.

3. Basic rules

Relief can only be claimed by a qualifying individual who subscribes, on his or her own behalf, for new or additional shares of a qualifying unquoted company which have been issued for the purpose of raising money for a qualifying trade which is being carried on or will be carried on within two years by the company or a qualifying subsidiary. Eligible shares are ordinary shares which carry no preferential rights.

4. Individuals qualifying for relief

An individual must be resident and ordinarily resident in the United Kingdom within the meaning of the tax legislation at the time when the company's shares are issued and must not be connected with the company (or become connected with it within the next five years) if he or she is to retain the relief.

The main rules relating to connection with a company are that:

- (a) the individual or an associate of the individual must not be an employee, partner or paid director of the company; or
- (b) the individual and associates of the individual must not control the company or possess more than 30 per cent of the ordinary share capital, or loan capital and issued share capital or voting power in the company.

For this purpose an associate includes a husband or wife, lineal ancestor or descendant, a partner and certain persons with whom the individual has connections through a trust. A director is not disqualified if he or she is reimbursed travelling and other expenses allowable for tax purposes but he or she must not be entitled to any remuneration.

5. Qualifying companies

The company must have been incorporated in the United Kingdom and the residence only in this country. It must not be listed on the Stock Exchange and its shares must not be dealt in on the Unlisted Securities Market. It must not be a subsidiary of or be controlled by any other company and any subsidiaries it has must be wholly owned. All its issued share capital must be fully paid up. It must carry on a qualifying trade or exist to hold all the shares in its subsidiaries which themselves must all carry on qualifying trades.

6. Qualifying trades

Most trades qualify but those excluded are:

- (a) dealing in commodities, shares, securities, land or futures;
- (b) dealing in goods otherwise than in the course of an ordinary trade of wholesale or retail distribution;
- (c) banking, insurance, money lending, debt factoring, hire purchase financing or other financial activities;
- (d) leasing or receiving royalties or licence fees;
- (e) providing legal or accountancy services; and
- (f) farming.

The trade must be conducted on a commercial basis and with a view to the realisation of profit.

7. Claims

Claims can be made when the qualifying trade has been carried on for at least four months and must be made within two years of that date or, if later, two years from the end of the year of assessment in which the shares are issued.

8. Limits on the relief

Relief cannot be claimed on more than £40,000 in aggregate invested in any one tax year. Relief is not given for investments of less than £500 in any one company in any one tax year. The lower limit does not apply where the investment is made on an individual's behalf by the managers of an approved fund.

9. Withdrawal of relief

If the conditions to the relief relating to the company cease to be satisfied within three years of the investment being made, the relief is withdrawn.

Relief is also wholly or partly withdrawn if the claimant receives value from the company or disposes of the shares within five years of the issue of the shares. Value is received from the company if, for example, it refunds the share or makes the individual a loan or provides to the individual a benefit or facility other than dividends.

10. Capital gains tax

Where the shares are disposed of, the full acquisition costs are deducted in computing the capital gain. However, if they are disposed of at a loss, the acquisition costs that are allowable are reduced so that there is normally no allowable loss for capital gains tax purposes.

11. Tax avoidance

Relief is not available unless shares are subscribed for and issued for bona fide commercial purposes and not as part of a scheme or arrangement, the main purpose, or one of the main purposes, of which is the avoidance of tax.

APPENDIX II - ACCOUNTANT'S REPORT

This is the text of a report from the reporting accountants and auditors of the Company, Stoy Hayward, Chartered Accountants.

The Directors
Palmerston Property Developments plc,
8 Baker Street, London W1M 1DA

Lancashire & Yorkshire Investment Management Limited,
73 Wimpole Street, London W1M 7DD.

26th February, 1985

Gentlemen,

Palmerston Property Developments plc was incorporated on 14th February, 1985, as a public limited company under the name of Hypertrade Public Limited Company and since that date has not traded, prepared any accounts or declared any dividends. At an extraordinary general meeting held on 18th February, 1985 a special resolution was passed changing the name of the company to Palmerston Property Developments plc.

The present authorised share capital of Palmerston Property Developments plc is 15,000,000 Ordinary shares of £1 each. Two Ordinary shares have been issued.

Yours faithfully,
STOY HAYWARD
Chartered Accountants

APPENDIX III - STATUTORY AND GENERAL INFORMATION

1. Share Capital

(1) The Company was incorporated in England on 14th February, 1985 under the Companies Act 1948 to 1983 as a public limited company. On 18th February, 1985 the Company resolved to change its name to Palmerston Property Developments plc and a certificate of incorporation on change of name was issued on 22nd February, 1985.

(2) The initial authorised share capital of the Company was £50,000 divided into 50,000 Ordinary shares of £1 each of which two shares were issued to the subscribers to the Memorandum of Association.

(3) By resolutions of the Company passed on 18th February, 1985:

- (a) the authorised share capital of the Company was increased to £15,000,000 by the creation of 14,950,000 Ordinary shares of £1 each; and
- (b) the Memorandum of Association of the Company was altered.

(4) By resolution of the Company passed on 26th February, 1985 the Company adopted new Articles of Association whereby:

(a) the Directors were generally and unconditionally authorised pursuant to Section 14 of the Companies Act 1980 to alter relevant accounts (within the meaning of that Section) up to an aggregate nominal amount of £15,000,000, such authority to expire on 24th February, 1990; and

(b) the Directors were empowered, pursuant to Section 18 of the Companies Act 1980, to alter equity securities (within the meaning of Section 17 of that Act 1980) pursuant to the authority referred to above as if Section 17(1) of that Act did not apply.

(5) The Company has no subsidiaries.

(6) At the date of this prospectus, the issued share capital consists of two Ordinary shares beneficially owned by LYIM.

2. Business

The Company has not yet commenced business. Upon receipt of the minimum subscription the Company will apply for a certificate from the Registrar of Companies under Section 4 of the Companies Act 1980 to enable it to commence business.

3. Reporting to Shareholders and Year End

The Directors will report twice a year to members, normally in June and December. The Company's financial year end will be 31st March, and its first financial period will end on 31st March, 1986.

4. Directors' and other interests

(1) save in respect of the interest of W. K. Moss in LYIM (see paragraphs 17(a) above and 41(b) below), at the date of this prospectus no Director of the Company has any beneficial or non-beneficial interest in the capital of the Company within the meaning of the Companies Act 1980.

(2) W. K. Moss is a director of and together with associates is the controlling shareholder in LYIM and G. W. Jones, the Secretary of the Company, is an employee of an associated company of LYIM. LYIM will be entitled to receive fees as referred to hereafter.

(3) At the date of this prospectus LYIM is a wholly-owned subsidiary of DYM. All the Directors of the Company are directors of DYM which is a party to the management agreement referred to herein. Certain of the Directors may become shareholders in DYM.

(4) save as referred to in this prospectus, no contract or arrangement exists in which a Director of the Company is materially interested and which is significant in relation to the business of the Company. Directors may from time to time be asked on behalf of their companies or firms to undertake work for the Company in the ordinary course of business.

(5) save as disclosed herein no amount or benefit has been paid by the Company within the two years before the date of this prospectus or is intended to be paid to any promoter.

(6) there are no service agreements in force for any Director of the Company.

5. Articles of Association

The Articles of Association of the Company contain, inter alia, provisions to the following effect:-

(1) Voting Rights

On a show of hands every member who is present in person shall have one vote and on a poll every member who is present in person or by proxy shall have one vote for every share of which he is the holder.

(2) Variation of Rights

Subject to the provisions of the Companies Act, the rights attaching to any class of shares may be varied or abrogated either with the consent in writing of the holders of three fourths in nominal value of the issued shares of the class or with the sanction of an Extraordinary Resolution passed at a separate General Meeting of such holders but not otherwise. The necessary quorum for such meeting shall be two persons holding or representing by proxy not less than one third in nominal amount of the issued shares of the class. At any adjourned meeting of such holders one holder present may constitute a quorum. The rights conferred upon the holders of the shares of any class having preferred rights shall not, unless otherwise expressly provided by the terms of issue thereof, be deemed to be varied by the creation or issue of further shares ranking pari passu therewith.

(3) Directors

(a) Unless otherwise determined by an Ordinary Resolution of the Company the Directors shall not be less than three in number.

(b) A Director need not be a member of the Company.

(c) A Director shall not vote in respect of any contract or arrangement in which he has a material interest and shall not be counted in a quorum present at a meeting in relation to any resolution on which he is a debarror from voting, but these prohibitions shall not apply to:-

- (i) the giving of any guarantee, security or indemnity to him in respect of money lent or obligations incurred by him at the request of or for the benefit of the Company or any of its subsidiaries;
- (ii) the giving of any guarantee, security or indemnity to a third party in respect of a debt or obligation of the Company or any of its subsidiaries for which he himself has assumed responsibility in whole or in part under a guarantee or indemnity or by the giving of security;
- (iii) any proposal concerning an offer of shares or debentures or other securities of or by the Company or any of its subsidiaries for subscription or purchase in which offer he is or is to be interested as a participant in the underwriting or sub-underwriting thereof;
- (iv) any proposal concerning any other company in which he is interested, directly or indirectly and whether as an officer, shareholder or otherwise howsoever, provided that he is together with persons connected with him within the meaning of Section 64 of the Companies Act 1980 is not the holder of or beneficially interested in one per cent or more of the issued share capital of any class of such company (or of any third party through which his interest is derived) or of the voting rights available to members of the relevant company (any such interest being deemed for the purposes of these provisions to be a material interest in all circumstances);
- (v) any proposal concerning the adoption, modification or operation of a superannuation fund or retirement benefits scheme under which he may benefit and which has been approved by or is subject to and conditional upon approval by the Board of Inland Revenue for taxation purposes; and
- (vi) any proposal concerning the adoption, modification or operation of any scheme for enabling employees, including full time Executive Directors of the Company to acquire shares in the Company, or any arrangement for the benefit of employees of the Company and which does not accord any Director as such any privilege or advantage not accorded to other employees.

(d) The Directors' fees shall not exceed such amount as the Company in General Meeting shall determine and, until so determined, the Directors shall not be entitled to any fees. Any Director who holds any executive office or who serves on any committee or otherwise performs services which, in the opinion of the Directors, are outside the scope of the ordinary duties of a Director may be paid such remuneration as the Directors may determine.

(e) The statutory provisions as to retirement of Directors at any specific age shall not apply to the Company.

(f) The Directors may from time to time appoint one or more of their body in the holder of an executive office (including the office of Chairman and Deputy Chairman) on such terms and for such period as they may determine and may revoke such appointment subject to the provisions of any agreement between the Company and the appointee. A Director holding office as a Managing or Joint Managing Director shall not be subject to retirement by rotation. At each Annual General Meeting one third of the Directors who are subject to retirement by rotation (or the number nearest to but not exceeding one third) shall retire by rotation.

(g) The Directors may pay pensions, annuities, gratuities and superannuation or other allowances or benefits to any person on their retirement who is or was a Director or employee of the Company or any subsidiary company and to the widow and dependants of any such persons and may establish, support, subscribe to and contribute to any scheme or fund or pay premiums for such purposes.

(*) Purchase of own shares

The Company is allowed, subject to the provisions of the Companies Act 1961, to purchase its own shares (including any redeemable shares).

(*) Borrowing Powers

The Directors may exercise all the powers of the Company to borrow money; and to mortgage or charge all or any part of its undertaking, property and uncalled capital and to issue debentures and other securities. The Directors shall restrict the borrowings of the Company and exercise all voting and other rights or powers of control exercisable by the Company in relation to its subsidiary companies (if any) so far as by such exercise they can secure that the aggregate principal amount outstanding of all moneys borrowed by the Company and its subsidiaries for the time being (exclusive of sums borrowed and repaid at any time without the previous sanction of an Ordinary Resolution of the Company) does not exceed an amount equal to twice the adjusted share capital and reserves (as specified in the Articles of Association).

(*) Business Expansion Scheme

(1) The Directors shall not at any time before 1st June, 1988 or three years after the commencement of a qualifying trade (whichever is the later) allot or issue any shares which are not fully paid up.

(2) The Directors shall not at any time before 1st June, 1988 or three years after the commencement of a qualifying trade (whichever is the later) without the consent of all the shareholders holding shares qualifying for relief under the provisions of Section 36 of the Finance Act 1983 as amended register any transfer of shares if, as a result, the Company would, to the knowledge of the Directors, come under the control of another company or of another company and any person connected with that other company.

6. Taxation

The Directors are of the opinion that, following completion of the issue, the Company is unlikely to be a close company as defined in the Income and Corporation Taxes Act 1970 (as amended).

7. Material Contracts

The following material contracts have been entered into by the Company since its incorporation:-

(1) a management agreement dated 26th February, 1985 between the Company (1) and DYM (2) whereby:-

- (a) DYM agreed to provide services to the Company in locating suitable sites for developments;
- (b) following the acquisition of sites by the Company, DYM agreed to advise on the appointment of a suitable professional team, oversee the development of the site and negotiate the eventual sale; and
- (c) it was agreed that DYM be paid fees comprising:
 - (1) an annual fee equal to 2 per cent (plus VAT) of the net assets of the Company computed by taking developments at cost only;
 - (2) a development fee equal to 20 per cent (plus VAT) of the profits on the sales of completed developments, provided that if, on the issue of an architect's certificate of practical completion or upon 75 per cent of the net lettable floor area of a development being let, the Company indicates to LYIM that it does not intend to proceed with the sale of the development within 12 months, LYIM may elect to be paid a fee of 20 per cent of profit based on a valuation of the development.

The agreement is conditional on the Company obtaining a certificate from the Registrar of Companies to enable it to commence business and (subject to provisions for earlier termination in exceptional circumstances) the agreement will continue for five years from the issue of the said certificate and thereafter until terminated by either party giving to the other not less than 12 months notice.

(2) an agreement dated 26th February, 1985 between the Company (1) and LYIM (2), whereby LYIM agreed to act as sponsors to this issue and, in connection therewith, LYIM has received certain warranties and undertakings from the Company. LYIM will receive a fee at the rate of 4 per cent (plus VAT) on the amount subscribed out of which it will pay commission at the rate of 5 per cent to professional advisers through whom valid applications are received and accepted. In addition, LYIM will provide secretarial, accounting and administrative services to the Company, in respect of which it will be entitled to a fee of £15,000 per annum (plus VAT) subject to annual review.

8. Miscellaneous

(1) Save as otherwise mentioned herein, since the date of incorporation of the Company:

- (a) no share or loan capital of the Company has been issued, or is proposed to be issued, fully or partly paid, either for cash or for a consideration other than cash; and
- (b) no commissions, discounts, brokerages or other special terms have been granted in connection with the issue or sale of any share or loan capital of the Company;
- (c) no share or loan capital of the Company is under option or has been agreed conditionally or unconditionally to be put under option;
- (d) the Company is not engaged in any litigation or arbitration and no litigation or claim is known to the Directors to be pending or threatened against the Company;
- (e) the minimum amount which, in the opinion of the Directors, must be raised in respect of the matters specified in paragraph 4 of Part I of the Fourth Schedule to the Companies Act 1948 (as amended) is made up as follows:

(a) purchase of property	Nil
(b) preliminary expenses and commissions excluding VAT (based on minimum subscription)	£20,500
(c) repayment of money borrowed	Nil
(d) working capital	£179,500

(*) The preliminary expenses of the formation and registration of the Company are estimated to amount to £500 (exclusive of VAT). The expenses of the issue (including capital duty of 1 per cent but including the fee payable to LYIM of 4 per cent on the amount subscribed) on the assumptions that (i) the minimum subscription is received and (ii) the issue is fully subscribed are estimated to amount to £75,000 and £465,000 respectively. In each case exclusive of VAT provided the minimum subscription is received, the expenses of the issue will be payable by the Company but otherwise they are payable by LYIM.

(*) At the date of this prospectus the Company has no loan capital (including term loans) outstanding or created but unissued and no mortgages, charges or other borrowings or indebtedness in the nature of its growing up, including bank overdrafts and liabilities under acceptances or acceptance credits, hire purchase commitments or guarantees or other material contingent liabilities.

(*) LYIM carries on business as corporate and personal financial advisers and provides investment management services. It is a member of the National Association of Security Dealers and Investment Managers, its registered office is 73 Wimpole Street, London W1M 7DD.

9. Consents

Stoy Hayward has given and not withdrawn their written consent to the issue of this prospectus with the inclusion therein of their report and the references to their name in the form and context in which they appear.

LYIM has given and not withdrawn its written consent to the issue of this prospectus with the inclusion therein of the references to its name in the form and context in which they appear.

10. Documents delivered to the Registrar of Companies

Copies of this prospectus and the attached application form together with copies of the material contracts referred to in paragraphs 7 above and the letters of consent referred to in paragraph 9 above have been delivered to the Registrar of Companies for registration.

11. Documents for Inspection

The following documents are available for inspection at the offices of Titmuss, Samer & Webb, 2 Serjeants' Inn, London EC4A 3DF during usual business hours on any weekday, Saturdays and public holidays excepted, from the date of this prospectus until the subscription list is closed:

- (i) the Memorandum and new Articles of Association of the Company;
- (ii) the report of Stoy Hayward set out herein;
- (iii) the written consents referred to in paragraph 9 above; and
- (iv) the material contracts referred to in paragraph 7 above.

Dated 27th February, 1985

PROCEDURE FOR APPLICATION

An application for Ordinary shares of £1 each in the Company which must be made on the application form attached, can be made only on the terms and conditions set out below, and must be sent to Lancashire & Yorkshire Investment Management Limited, 73 Wimpole Street, London W1M 7DD.

The subscription list for the Ordinary shares now being offered will open at 10.00 a.m. on Monday, 4th March, 1985 and may be closed at any time thereafter. The issue is not underwritten and the Directors will not allot any Ordinary shares unless valid applications consistent with qualifying company status are received for a minimum of 500,000 Ordinary shares and the minimum is received no later than 2.00 p.m. on Monday, 18th March, 1985. Applicants are advised to allow at least two full business days for delivery through the post and to use first class mail.

Terms and Conditions of Application

The minimum application is for 1,000 Ordinary shares, thereafter applications must be in multiples of 500.

The attention of individual applicants is drawn to the information on the BES set out in pages 9 and 10 of this prospectus. Joint applicants will not be able to claim BES relief. A corporation should complete the application form under the hand of a duly authorised officer who should state his representative capacity.

Each application must be accompanied by a separate remittance for the full amount payable on application. Cheques must be drawn on a bank or branch thereof in England, Scotland or Wales and must be payable to "Lancashire & Yorkshire Investment Management Limited - New Issue A/c" and crossed "Not Negotiable". Due completion and delivery of an application form accompanied by a cheque will constitute a representation that the cheque will be honoured on first presentation and attention is drawn to the declaration in the application form to that effect. Applications will be irrevocable, will not be acknowledged and no receipt will be issued for payment on application. Application monies will be retained in a separate bank account pending allotment of shares.

Definitive certificates will be issued to successful applicants and, in the case of subscriptions received on or before 18th March, 1985, despatched forthwith. If the subscription list remains open thereafter, definitive certificates will be despatched within 21 days of receipt. LYIM will pay to stockbrokers, bankers, licensed dealers in securities, insurance brokers, solicitors practising in the United Kingdom, accountants and other professional advisers recognised by LYIM for this purpose lodging application forms a commission of 5 per cent of the total amount in respect of which applications are accepted.

General

The basis of allotment will be determined by the Directors in their absolute discretion.

The Company reserves the right:

- (i) to present all cheques for payment and to retain documents of title and surplus application monies pending clearance of applicants' cheques; and
- (ii) to reject any application or to accept any application in part only. All cheques, certificates and other documents will be despatched by post at the risk of the persons entitled thereto.

This Application Form should be completed and sent to Lancashire & Yorkshire Investment Management Limited, 73 Wimpole Street, London W1M 7DD. The subscription list will open at 10.00 a.m. on Monday, 4th March, 1985 and may be closed at any time thereafter.

Palmerston Property Developments plc

Issue of up to 8,000,000 Ordinary shares of £1 each at £1 per share, payable in full on application

Number of Ordinary shares applied for	Amount enclosed at £1 per share
	£

Minimum application: 1,000 Ordinary shares and thereafter in multiples of 500 Ordinary shares.

A commission of 5 per cent will be paid by Lancashire & Yorkshire Investment Management Limited to any Stockbrokers, Licensed Dealers, Solicitors, Accountants, Banks or other agents approved by LYIM in respect of amounts applied for by successful applicants.

To the Directors:

Gentlemen,

I/we unreservedly offer to subscribe for the number of fully paid Ordinary shares of £1 each set out above on the terms and conditions of the prospectus dated 27th February, 1985 and subject to the Memorandum and Articles of Association of the Company. I/we enclose a cheque made payable to Lancashire & Yorkshire Investment Management Limited - New Issue A/c for the above mentioned sum, being the amount payable in full on application for the stated number of Ordinary shares. I/we agree to accept the same or any lesser number of Ordinary shares in respect of which this application may be accepted.

In consideration of your agreeing to consider applications on the terms and subject to the conditions of the said prospectus, I/we agree that this application shall be irrevocable and that this application shall constitute a collateral contract between me/us and you which shall become binding upon delivery of this application form duly completed to Lancashire & Yorkshire Investment Management Limited at the address shown above.

I/we hereby request you to send me/us a definitive share certificate for the number of Ordinary shares in respect of which this application is accepted, together with a cheque, if applicable, for any surplus application money by post at my/our risk to the address given below.

I/we understand that due completion and delivery of this application form accompanied by a cheque will constitute an undertaking that the cheque will be honoured on first presentation.

I/we have ticked the appropriate box to indicate whether or not I/we will be claiming relief under the Business Expansion Scheme.

I/we confirm that any Ordinary shares in respect of which this application is accepted will be beneficially owned by me/us.

PLEASE USE BLOCK CAPITALS
First Name(s) (in full) _____
Surname and designation (Mr., Mrs., Miss or Title) _____
Address (in full) _____

Signature _____ Date _____
(All joint applicants must sign)

Football: England open up a gap but Spain close up on Scotland after last night's World Cup qualifying matches

Hateley capitalizes on luck of the English to earn a vital victory

By Stuart Jones
Football Correspondent

Northern Ireland 0
England 1

England maintained their lead at the top of group three of the World Cup qualifying competition at Windsor Park last night. A goal by Hateley 13 minutes from the end was enough to beat a Northern Ireland side who have not won at home against England since 1927.

England's start at least held hints of promise. A left-footed drive from Hateley gave Jennings the first unnerving moment of his memorable evening and the ebony Barnes, heavily involved early on, advanced with the menace of a panther either inside or outside Nicholl. But the threat soon faded into the thin Irish mist hanging over the arena.

Apart from a long chip from the elegant Wilkins, leading his side with his accustomed composure, England's lone contribution of note before the interval was the booking of Martin for fouling Whitehead. The Irish, recovering from their early difficulties, began to scratch at England's confidence with direct and positive runs. Armstrong set off on one and Anderson's interception on the

edge of the area was crucial. When McIlroy set off on yet another, Martin, embarrassed by his own lack of speed, brought him down but escaped severe punishment. So, a couple of minutes from half-time, did England as Quinn, Hamilton's replacement, greeted Donaghy's

instant shot was deflected for a corner.

The Irish, in their shorts of emerald green, resembled a forest of mobile trees. With an energy that was stirring merely to watch, they chased and enveloped anything white - either the ball or their opponents. As a reward, they allowed themselves the comparative luxury of concentrating more and more on their search for a winner.

Instead they paid a costly penalty. As a long ball from Martin dropped inside the Irish half in the 76th minute, Hateley rose to claim it. He turned and began the particularly powerful run through the trees that lay ahead. Seeing a gap between them he sprinted on until he found himself in the clear, and beat Jennings with a low right-footed drive.

NORTHERN IRELAND: P Jennings (Arsenal); J Nicholl (West Bromwich Albion); D Donaghy (Luton Town); J O'Neill (Leicester City); J McClelland (Watford); P Ramsey (Aston Villa); G Armstrong (Real Madrid); S McIlroy (Stoke City); J Quinn (Blackburn Rovers); N Whitehead (Manchester United); S Stewart (Queen's Park Rangers).

ENGLAND: P Shilton (Southampton); V Anderson (Arsenal); K Sanson (Arsenal); R Wilson (A.C. Milan); M Barnes (West Ham United); T Butcher (Ipswich Town); T Stevens (Everton); G Stevens (Tottenham Hotspur); M Hateley (A.C. Milan); M Woodcock (Arsenal); J Barnes (Watford).
Referee: V Roth (West Germany).

Scotland beaten

Spain 1
Scotland 0

A goal three minutes into the second half by Clos, the Barcelona forward brought into the team for the first time, gave Spain victory in Seville last night to put them level on four points with Scotland in the World Cup qualifying group.

Scotland, missing Dalgligh and Nicol through influenza, were under the whip for much of the game cross with a firm nod and Shilton, rooted to his line, watched the deceptively powerful header cannon off the bar.

After Stevens had signalled the change of ends with a volley that flew narrowly wide, Quinn caused further danger with his forehead. Hanging in the air beyond the far post, he turned Stewart's centre across the face of England's goal. Butcher leant forward to head clear but only as far as Armstrong, whose

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cross with a firm nod and Shilton, rooted to his line, watched the deceptively powerful header cannon off the bar.



In Shedy's shadow: the Republic of Ireland midfielder player shields the ball from Selektor, of Israel, during yesterday's goalless draw in Tel Aviv.

Scottish new men all the better for their first taste of Europe

Cadiz (Press Association) - Scotland's hopes of reaching the quarter-finals of the European under-21 championships were virtually extinguished in a 0-0 draw with Spain on Tuesday.

The Scots needed to win to have any hope of qualifying, but despite a brave second-half performance were unable to penetrate the Spanish defence.

Scotland's coach, Walter Smith, admitted afterwards, "we played well and should have snatched a victory - but really the damage was done at home. By losing to Spain in Dundee last November, and beating Iceland by only a single goal, we left ourselves with far too much to do. Now we can only hope that Iceland can surprise the Spaniards."

As things stand in the qualifying group, Scotland and

Spain both sit on top with three points, but Spain have a vital match in hand.

Scotland's best chance of snatching a victory came in the seventy-third minute when Eric Black was pushed off the ball by the Spanish full back Salinas, the Portuguese referee, Jose Santos, initially awarded a penalty, but quickly reversed his decision. Smith added: "I think the referee was influenced by the Spaniards. He certainly pointed to the penalty spot before giving a goal kick."

Despite Scotland's inability to win, a number of new names for the future emerged - particularly the newcomers, Speedie, of Chelsea, and the Rangers full back, Burns. Smith said: "Speedie took a lot of punishment but kept bouncing back."

Carlisle squander a two-goal lead

Carlisle United wasted a 2-0 lead and dropped two valuable points in their struggle to avoid relegation from the second division when they were held by Leeds United at Brunton Park on Tuesday.

Two goals by O'Klordan put Carlisle in command but they had to see their two-goal lead evaporate as Leeds pulled one back through Wright, the equalizer coming in the last minute through Aspin.

The Barnsley forward, Wyke, sent off in a controversial game at Sheffield United on Saturday, scored the only goal at home to Middlesbrough.

Grimsby went second in the third division with a 1-0 home victory over their promotion rivals Hull City. Mehmet, the captain scored in the 76th minute.

Cambridge United, the bottom club, who dismissed their manager, John Ryan, this week, suffered their seventh successive defeat, losing 3-1.

at Preston. North End, Preston's crowd of 2,655 was the lowest ever for a league game at Deepdale.

Colchester United moved into third place in the fourth division, a feat goal by Groves giving them a 2-1 win over Maidstone Town. Kenneth of Maidstone was sent off 31 minutes from time. Reid of Rochdale, was dismissed in the last minute at Scarborough United where his side lost 4-2.

In the Freight Rover Trophy, Trevor Senior of Reading, came under scrutiny from other clubs during his side's 2-0 win at Brentford. Senior, Reading's top scorer this season with 24 goals, was watched by Peter Scurry, the manager of Brentford, as well as by representatives from Watford, Newcastle United, West Ham United and Crystal Palace.

Millwall reached the second round of the competition, their 3-1 defeat of Southend United giving them a 5-1 win on aggregate.

TUESDAY'S RESULTS

English League	Carlisle 2-0 Leeds
English League	Sheff Wed 2-0 Sheff Sat
English League	Sheff Wed 2-0 Sheff Sat
English League	Sheff Wed 2-0 Sheff Sat
English League	Sheff Wed 2-0 Sheff Sat
English League	Sheff Wed 2-0 Sheff Sat
English League	Sheff Wed 2-0 Sheff Sat
English League	Sheff Wed 2-0 Sheff Sat
English League	Sheff Wed 2-0 Sheff Sat
English League	Sheff Wed 2-0 Sheff Sat

Rideout's goal is decisive

Israel Under 21
England Under 21

Paul Rideout's second half goal gave the England Under-21 side victory in their friendly against Israel in Tel Aviv yesterday. The Aston Villa forward scored after 51 minutes from a cross by Wallace, of Southampton.

England struggled early on and were behind after just five minutes when Tikva capitalized on defensive hesitation. Israel continued to move the ball about quickly but wasted chances in front of goal, and after 21 minutes England pulled level when Cranston, the Ipswich Town defender, headed home a corner from Wallers, the Aston Villa winger.

In the second half the England manager, Dave Sexton, introduced Mims (Rotherham United), Barter (Blackburn Rovers) and Parker (Fulham) and later gave a run out to Sinnott (Watford) and Cotte (West Ham United).

Apart from the winning goal, the second half also produced a penalty for England when Cotte's shot was handled on the line. But Walters' 39th minute goal attempt was beaten out by the goalkeeper, Alfet.

Scots will expose soft centre

The embarrassing fact that Wales often have to draw upon players from the third and fourth divisions to make up a team has reached a new level of absurdity, Maurice Johnston and Kenny Dalgligh - or any other glittering Scotland forward who look Stein, the manager, cares to choose - will find themselves facing a Welsh centre back without any experience in that position in League football when the two countries play their vitally important World Cup qualifying match at Hampden Park on March 27.

But what England overlooks, surprisingly for a former centre half of his standing, is the relevance of experience, particularly for a defender. Knowing when to mark lightly and when to stand off a forward is something that comes from doing the job regularly. Only later does it become intuitive. There were times on Tuesday when James drifted dangerously out of position, as if intuitively seeking those midfield partners.

Opinion on James's performance was divided, but it was how well he fared against the part-timers from Norway that was significant, but how he might do against some of the sharper forwards in Europe, namely the Scots. James, who had a right to be modestly pleased with his display, cheered himself further

forward, scored the 48th minute winner and nine minutes later the Republic squandered the chance to go further ahead when O'Keefe's shot missed from the penalty spot. England's only previous defeat by the Republic of Ireland came at Everton in 1949 when they lost 2-0.

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Williams is banned for two matches

Arsenal's Steve Williams, left out of England's World Cup game against Northern Ireland for disciplinary reasons, received the further bad news yesterday that he will be suspended for two club matches.

Williams was dropped by Bobby Robson, the England manager, because of a well-publicized dispute with his former manager of Southampton, Lawrie McMenemy. He will now miss two Arsenal matches because of his booking against Manchester United on Saturday, which takes him to 21 disciplinary points.

The 26-year-old midfielder player was booked for an off-the-ball incident with Jesper Olsen, and yesterday the Football Association confirmed that Williams would miss the game at Sunderland on Saturday March 9 and the visit to Villa Park on Wednesday March 13.

Oswaldo Ardiles is out of this afternoon's friendly game against Norway at White Hart Lane, and probably Spurs' UEFA Cup quarter-final first leg match against Real Madrid next Wednesday.

Spurs feel that the Argentine needs more training, and as he is highly unlikely to play in Saturday's league match at Stoke he is virtually certain not to figure in next week's European match at Tottenham.

Everton sell out Old Trafford

Manchester United have sold all tickets for the visit of Everton on Saturday. Building work on one section of the ground has reduced the capacity to 52,000.

United's best attendance of the season was 56,638 for the visit of Liverpool in September.

Yesterday's results

World Cup	Spain 1-0 Scotland
World Cup	Spain 1-0 Scotland
World Cup	Spain 1-0 Scotland
World Cup	Spain 1-0 Scotland
World Cup	Spain 1-0 Scotland
World Cup	Spain 1-0 Scotland
World Cup	Spain 1-0 Scotland
World Cup	Spain 1-0 Scotland
World Cup	Spain 1-0 Scotland
World Cup	Spain 1-0 Scotland

England	2-0 Scotland
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England	2-0 Scotland
England	2-0 Scotland
England	2-0 Scotland

Rowell cleared to play

Gary Rowell, the Norwich City forward, is cleared to play yesterday despite having been taken to hospital the previous night after a car crash. Rowell, aged 27, was involved in an accident as he drove home after scoring two goals in

Norwich Reserves' 5-0 win at Crystal Palace.

Two other people involved in the accident are still in hospital but Rowell was released after treatment.

Rowell has just returned to fitness after a knee injury.

MacDougall opts out of world championships

Lynne MacDougall, an Olympic 1,500 metres finalist, has turned down the chance to represent Scotland in the world cross country championships in California next month. The Strathclyde University student won the Scottish women's title for the first time last Saturday in only her second cross country race of the season, but the world event is not in her programme. She has also turned down the chance to run in the European indoor championships in Athens this weekend.

Olympic Games: Curling is to be included as a demonstration sport in the 1988 Winter Olympic Games in Calgary, Canada, the executive committee of the International Olympic Committee announced in Calgary yesterday.

France recall Noah

Paris (AFP) - Yannick Noah is back in the French team for their Davis Cup world group first-round tie in Paraguay from March 8 to 10. France went out in the quarter-finals by 3-2 at the hands of Czechoslovakia in last year's competition. Noah, who has not won a grand prix tournament since the 1983 French Open, missed that match because of an abdominal injury which limited him to events between the middle of last June and the beginning of this year. His last Davis Cup appearance was in the 4-1 first-round win in India last February.

Henri Leconte, Guy Forget and the promising Yannick Noah, included for the first time, make up the French team. Benhabiles, aged 20, the 1982 French Open junior champion, reached the quarter-finals of last week's La Quinta grand prix tournament in California before being beaten by the eventual winner, Larry Stefanki of the United States.

Jean-Paul Lott, the non-playing captain, said Noah is a certain starter for the singles but he will not choose the other player until the last moment.

Yugoslavia have chosen Marko Pucanovic, Zivojinovic, Goran Prpic and Damir Buljevic for their Davis Cup match with Australia at Split from March 8 to 10.

Davis through to semi-finals with easy win

Steve Davis, the world champion, today meets Kirk Stevens of the Dulux British Open champion at Derby.

Davis made breaks of 100 and 67 as he comfortably beat Dene O'Kane, of New Zealand, 5-1 on the last day of the first round of the 1985 Davis Cup.

O'Kane had taken the opening frame on the pink but Davis soon settled down to the task, and won the next five frames.

Stevens, who has never before lost to Davis, struggled through 5-2 minutes to Taylor in the quarter-finals.

The Pakistanis, however, Travers, who will be playing in the Arm's second round against the Royal Navy at Twickenham.

International Rugby Union has announced that the 1985 World Cup will be held in the Pacific region.

The Yips, part 3: Rehearsing success in mental action replays

Mind games that let Falco beat the scoring block

There was only one thing wrong with Mark Falco's football, as his club, Tottenham Hotspur, pressed on with their challenge for the League championship. He was winning the ball, laying it off, passing accurately, tackling back, and all that he was doing well. But he gets paid for being a forward. And he was not scoring goals. When faced with the goal, he would be inexplicably overcome with a total inability to hit a ball from the inside.

He was suffering from "the yips", that mysterious loss of form that can affect all sports men and prevents them from fulfilling the most simple tasks of co-ordination, from performing skills they have taken for granted since childhood. Like kicking the ball straight, Ron Atkinson, the Manchester United manager, said: "The skill level in the first division is naturally higher than anywhere else in English football - but that doesn't stop players from having the same fears as those lower down."

"There's not much difference between success and failure," Falco said. "But if you're on form, nothing can stop you. You get a bit of back luck and things start to go wrong. It all started in a match when I hit the post twice and had another shot cleared off the line. After that, the chances seemed to come less and less. For some unknown reason, the goals started to dry up. I got so wondering when I would score again. I was doing everything right. But I couldn't score."

The Spurs manager, Peter Shreeves, kept Falco in the side. "After he'd gone about 10 or 12 games without scoring, people were starting to give me sideways looks," Shreeves said. "But I thought if he was left out, the problem would get worse."

Spurs employ a team of sports psychologists as consultants. The organization is called Sporting Bodymind. One's first

reaction is that the entire field of "sports psychology" is a load of half-baked nonsense produced by the Jogging Generation and the American worship of science. A kind of made-up science. Such contempt, however, will not worry Falco because for him, the approach worked. His sessions with John Syer brought him back to form in front of goal: Falco has now scored 22 goals this season, one more than he managed all the previous term. Indeed, he scored Spurs' winner at West Bromwich Albion last Saturday.

John Syer came to me and said he could help. Falco said: "So I thought I'd give it a whirl. I'd do anything to better myself. One of the things he did was to ask me to remember how I feel when I score. To remember exactly how I felt, and to play it through to myself again and again. Never let myself remember the misses, but to keep a library of positive videos of myself in my head."

When Syer talks about this technique, called "mental rehearsal", he is particularly keen on the word "kinaesthetic". Kinaesthetic, he said, should not be a casual matter of self-indulgently flicking through the more pleasant memories of a sporting career. It should be seriously undertaken.

"I normally take two directions when dealing with a player who has a yips problem," Syer said. "The first would be analysis, a technical analysis in which I would get the player to break down what is going wrong, to make him be honest and realistic, and to work out for himself the best method of technical practice."

"The second direction is intuitive. I get a player to remember exactly what it was

like, when he possessed the skill he has currently lost. Often when this happens, you will get a striking phrase. One player said that on his good days he felt like a pressure cooker with the steam coming out. Another said he felt like 'lord of the manor'. These phrases are a key to the feeling that has been lost. I might get the player to write the phrase down, and put it in his wallet, or on the notice board.

"Then with something like a scoring block, or a putting block, I get the player to stop worrying about the end, and concentrate on the means. To back off from the problem of putting the ball in the hole, and to concentrate on what he must do to achieve it. The person is helping himself. I question them, I make them be realistic. They are the ones who carry it out."

The whole business seems, on the face of it, almost childish. Simple. The skill is in the questioning, the understanding of the sporting mind and the problems it creates for itself. But the basic techniques used by sports psychologists are a rationalization and an organization of techniques that come naturally to any sportsman.

Anyone preparing to perform any sport will let his mind dwell on it, no matter at what level he performs. On good days, indeed, this is one of sport's pleasures. One likes to look back at sweet catches, at great strikes on goal: a golfer likes to play over some of the most frightening or most inviting holes in his mind before a game, a horseman will jump every fence in his mind before he gets on his horse.

Sports psychologists are using this natural function of the imagination as a deliberate training skill. Not just as a method of conquering the yips, but as a way to improve performance, and to sustain it. If mental blocks and fears can



Yipbuster: Falco, a man who fought fear with science

destroy performance, so mental tuning can enhance it.

In his book, *Sporting Body Mind*, Syer skewers the phenomenon of the yips with an uncommon nastiness. "All anxiety is accompanied by physical tension. When anxiety heights beyond the point of positive arousal, the accompanying tension may be termed neurotic."

Cleft stick between fight and flight

spectacular or a fluke. Well, it was spectacular. I've used it hundreds of times in mental rehearsal since. It was a diving header against Chelsea, from a near-post cross from John Chiodozie. The move fitted together like a jigsaw puzzle.

The yips had been defeated. The phenomenon was shown to be not an act of God but simply a product of pressure and fear. A man-made problem and, as such, conquerable. There will still be sportsmen who get the yips, of course, and players who will be unable to conquer the disease, no matter how many sports psychologists they employ. But as sport becomes year by year more dizzying serious, and as training methods make ever greater demands, so it is inevitable that the training of the mind must play an increasing part. So that the athlete's body and the athlete's mind, both became tools for him to manipulate at will. So that the mind becomes as much an instrument of the athlete's will as his body.

Falco said: "I told John (Syer) that the first time I scored again, it would either be

Simon Barnes

IN BRIEF

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SNOOKER

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RUGBY UNION

New security for Police

The former Welsh schools international, David Kyffin, and centre, David Skirrow, who has experience with Sale, West, Flarepool and Hartequins, will make their debuts for Metropolitan Police at Coventry on Saturday.

Coventry's captain, Malik, who lost his place after the 58-12 defeat by Gloucester on December 15, returns to the side against Warrington on Saturday (3pm).

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مكتبة الأصيل

CRICKET

England's last chance of joining the party through the back door

From John Woodcock, Cricket Correspondent, Sydney

Fortunately for England's cricketers they have a match arranged for today on the Manly Oval...

They have one last chance against Pakistan in Melbourne on Saturday...

Meanwhile Australian selectors are busy deliberating...

as much the channel of superlatives as the superlative channel...

Between us we see Greig immaculate behind his knee-hole desk...

Richie Bonaid is another integral member of the Channel 9 team...

legendary organizational powers. Waiting for the nod are Frank Tyson, Keith Stackpole and Bill Lawry...

Never before on an English ground will the game have been so systematically and comprehensively covered...

It is therefore not only on the field between June and September that England and Australia will be competing...

Packer: big team

RUGBY UNION: THE BATTLE TO IMPRESS ENGLAND'S COACH



Too late: Ella (far right) cannot prevent Andrew feeding Moon (Photograph: Ian Stewart)

All change for East Midlands

Andrew back to his best form

East Midlands have overlooked all the players who won promotion from the fourth division...

By David Hands Rugby Correspondent

Cambridge University Anti-Assassins

Neither the presence of Richard Greenwood, England's coach, as manager and in the second half...

cup atmosphere he could kick only one.

When Cusani left after a knock to the leg that underwent a castilage operation last year...

bite at the cherry. I suspect Cambridge knew the upper hand was theirs.

When Cusani left after a knock to the leg that underwent a castilage operation last year...

Broad puts Zimbabwe to the sword

Hwange, Zimbabwe (Reuters) - Chris Broad, the Nottinghamshire and England opener, struck a century today to lead the touring English Counties XI...

West Indies victory may prove pyrrhic

Melbourne (Reuters) - West Indies moved to a comfortable but possibly expensive eight-wicket victory over Sri Lanka in their Group B-match...

Exeter take their seventh title

Exeter regained the Universities Athletic Union championship title in the first 10 minutes of the final...

Weight loss

Yuri Vardanyan, the 1980 Olympic light-heavyweight (up to 82.5kg) weightlifter...

Whole new ball game for Willis

Bob Willis, the former England cricket captain, has switched sports...

IN BRIEF

WOMEN: First Division: St Catherine's b Ode House. St Hugh's b St Helens...

Fox stops barking as axe falls

When Jack Bates, the Bradford Northern chairman, called the club to a talk, the results of their abrasive conversation staggered Fox...

RUGBY LEAGUE DIARY

Keith Macklin go on forever. It was time for the parting of the ways...

Davenport beats Norman for the first time

Ross Norman, the New Zealand champion and world No 3, was beaten for the first time in senior competition...

Brabham seat for Hesnault

Paris (AP) - The French racing driver Francois Hesnault will drive for the Brabham grand prix team...

Honeyghan could pick up £30,000 in Paris

Lloyd Honeyghan could earn more than £30,000, the biggest purse of his career...

Harrison opts for shorter event in Athens

Rob Harrison has opted to run the 800 metres for Britain in the European indoor championships...

Downing ahead by a street

Downing steadily drew away from the pack in the Cambridge Lent races yesterday...

Dawes happy to leave

Less than a week after the unexpected appointment of Tommy Bishop as the coach of Barrow...

Richardson rolls to a round dozen

Melbourne (Agencies) - Merle Richardson of Australia continued her surge towards the women's world singles title yesterday...

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ROWING

Little threat to Oriel from Christ Church

Oriel comfortably rowed over at the top of the Oxford University Torpids on the Isis yesterday...

WOMEN

First Division: St Catherine's b Ode House. St Hugh's b St Helens...

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Table with multiple columns: TODAY'S FIXTURES, OTHER SPORT, SNOW REPORTS, BOXING, BOWLS, and WOMEN. It lists various sports events, dates, and locations.

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(ii) Newly/ recently qualified ACAs and Solicitors.
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Contact Timothy Burrage.

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Applicants should show extensive experience in at least one of these fields and possess an exceptional academic record. Candidates wishing to return to the profession from financial or commercial concerns would be favourably regarded.
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Network Specialists SNA, DECNET, NETEX

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<p>Programmers/Analyst Programmers/Consultants to £18K Market Leaders in Electronic Mail, Telecom Gold have vacancies at several levels in their development division for software staff with experience in one or more of the following areas: Prime/Foran, Message Switching, Communications, Database techniques or Management Information Systems. Based in our modern offices near London Bridge, staff are encouraged to take complete project responsibility for developments from inception to implementation. Further information on this remarkable and challenging opportunity can be obtained from ADAM WHITNEY on 01-743 6321. </p>	<p>Team Leaders and Software Engineers. Opportunities in a leading British Company exist for a range of qualified engineers. Candidates should be qualified to HNC level in Computer Science or related disciplines and be prepared to work in Surrey. The work involves designing, coding and process/activity testing on a VAX System in small project teams. Knowledge of CORAL 66 and MASCOT in a defence environment would be an advantage. Attractive salaries, including relocation assistance, and the benefits of pleasant rural surroundings are offered. Key No 6668</p>	<p>Analysts & Programmers Data Logic, one of the leading Systems and Software houses, is seeking Analysts and Programmers to work on a variety of software projects for some of the most prestigious companies in the UK. Candidates should be graduates with proven skills in any of the following: IBM Mainframe: COBOL, CICS, D/1, ICL VME, IDMS, TPMS, H.P. 3000, DEC, WANG, PRIME. Apply in writing to Bronya Abbott, Data Logic Ltd, 63-65 North Wharf Road, London W2 1LA. Tel 01-262-3400. </p>	<p>Project Leaders and Systems Analysts We are a large national organisation. As part of our strategy for 1985, we need to recruit Project Leaders and Systems Analysts who have experience of specification and implementation of computer solutions to difficult business problems in a large company - IBM environment. Vacancies exist in: LONDON, SWINDON and ROCHDALE for people educated to degree level. Excellent prospects for the right calibre person. Project Leader £18K Systems Analysts £15K Key No 6869</p>	<p>System Software Specialists NCR (Manufacturing) Ltd at Dundee is an established world leader in the design and production of sophisticated Auto-Teller machines (ATM's). We require System Software specialists who will develop Software in a wide range of areas including Terminal Operating Systems, Microprocessor - controlled devices, communications networking and terminal control applications. To find out more, write to Ian Hume, Manager - Employee Relations, NCR (Manufacturing) Ltd, Kingsway West, Dundee, DD2 3XX </p>
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Lloyds Bowmaker, one of the UK's leading finance houses and a member of the Lloyds Bank Group, is moving its Personal Finance Division to Bournemouth this summer. As a result of this move and our continued growth we now require the following computer professionals.

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The requirement is for a Systems Analyst, qualified to degree level, with a substantial work background gained in a DP environment. Reporting to the DP Manager the job would suit a self motivated individual who can successfully analyse business data processing requirements and implement and design new systems accordingly. Interfacing with other DP functions he/she will be expected to advise programming staff and display a high level of initiative.

Programmers £7,600 - £11,200
Programmers, ideally with 2-3 years NCR experience, or similar, are required to complete our team who are primarily responsible for designing new programs and preparing test data. Educated to at least 'A' level standard, you must be flexible in your approach and conversant with current developments in computer/hardware technology.

Operators £6,700 - £8,100
Under the supervision of a Shift Leader you will be mainly responsible for the successful operation of the system, ancillary equipment checks and the loading and unloading of peripherals as necessary. Ideally with at least a year's NCR experience, you must also possess a sound educational background.

For all the above positions age will not be a barrier; experience plus a willingness to contribute to the Company's continued growth are prime requisites.

As you will, for the first few months, be based at our offices in Holborn, we will pay your daily travel expenses or the cost of temporary accommodation in London, to compensate for any inconvenience you are caused. We are also offering to meet your relocation expenses, should you need to move nearer Bournemouth.

You will receive a salary in the range indicated accompanied by an excellent benefits package. If these brief details have encouraged you to find out more about the jobs and the better life style to be found on the South Coast, post the coupon below NOW to: Miss Judith Monaghan, Personnel Officer, Lloyds Bowmaker Limited, 18/20 St. Andrew Street, London EC4P 4JB or telephone: 01-353 6891.

To: Lloyds Bowmaker Limited, please send me an Application Form for the _____ position.

NAME: _____
ADDRESS: _____



(Recruitment Consultants)

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During the last twelve years of recruitment consultancy, our team of consultants has gained a profound insight into financial recruitment and advertising throughout London and the Home Counties. We pride ourselves in offering personal and expert advice to both candidates and employers. Detailed below are a few of our current vacancies:

- Financial Controller, Portsmouth to £19,000
- Commercial Director, Dunstable £20,000 + Car
- Group Financial Accountant, Hammersmith £17,000 + Car
- Management Accountant, Croydon £16,000 + Car

CONTACT US NOW FOR FURTHER DETAILS OF THESE AND MANY OTHER POSITIONS.

01-628 2714

Deboo Executive

19/21 Wilson Street, London, EC2M 2TA

BUSINESS ANALYSIS

Oil and Chemicals

We are international consultants specialising in the oil, chemical and related industries. The work involves the analysis of data and the development of business forecasts which form the basis of the advice we provide.

Applications are invited from graduates in economics or relevant technologies with at least five years' direct experience in the industries we serve. The positions are very suitable for persons seeking flexible and/or part-time employment arrangements. Applications in writing please to Miss R. Y. Enright at the address below:

Chem Systems International Ltd
28 St. James's Square
London
SW1Y 4JH

CIBA-GEIGY

Opportunities for Scientists interested in ELECTRONICS CHEMICALS RESEARCH

Ciba-Geigy is an international Chemical company which relies on technical innovation and creativity to maintain its position at the forefront of the chemical industry.

A major decision has been made to intensify efforts in the challenging field of chemicals for electronics uses and one of the main technical centres will be at Ciba-Geigy Plastics at Duxford, Cambridge where new laboratory premises are planned. This investment offers an exciting opportunity for Research Scientists who would like to be involved at the inception of this new development and who would be able to contribute in a substantial way to international growth in this area.

We have opportunities for Graduates who already have knowledge of chemicals for electronics uses and possess some industrial experience in this area. It is likely that successful candidates will hold a Ph.D and have the personal characteristics necessary to motivate themselves and others in this new area of chemistry where a high degree of creativity is a prerequisite. We shall be able to offer the right candidate an attractive employment package together with the opportunity of moving to this very pleasant part of the country.

If you are interested in applying, please send full details of your background and career to date to:

Mrs. N. J. Stranks, Personnel Officer,
CIBA-GEIGY PLASTICS,
Duxford, Cambridge CB2 4GA
Tel: Cambridge (0223) 832121

GRADUATES HIGH TECHNOLOGY

£8,500-£11,000 + benefits

As a result of rapid expansion, several outstanding opportunities exist within this prestigious computer company.

These challenging roles offer immediate responsibility and a chance to develop your skills in a young, progressive environment.

The vacancies have arisen in two main areas: in the one, duties will include usage analysis, profitability analysis and forecasting, and in the other customer liaison and sophisticated order analysis.

You must be a highly numerate graduate, with at least one year's relevant commercial experience, and a "hands on" knowledge of computerised systems. The successful candidates will demonstrate the self-reliance and initiative to meet the demands of these stimulating positions, and the drive and ambition to progress rapidly.

Please contact Ann Pears or Fiona Croll for an initial discussion.

NCR 7 Princes St.
London W1R 7PB
Tel: 01-629 7262

accountancy appointments

A Division of Graduate Appointments Ltd

FINANCIAL CONSULTANCY

IS A GROWTH AREA OF THE MOMENT AND OF THE FUTURE - DON'T MISS OUT!

FPS (Management) Ltd. is a leading firm of financial consultants and because of phenomenal expansion in 1984 is looking for two outstanding individuals to complement its London-based team of professionals.

The right individuals (aged 23+ and based in London) will be intelligent and energetic, highly motivated, hard-working and able to absorb new ideas quickly.

Full training will be provided.

Remuneration expected to be in excess of £15,000 first year. This is a superb opportunity to develop your own business and career path in a growing company and in an exciting industry.

For further details phone 01-240 2184
Between 9.30 a.m. and 4.30 p.m.
Speak to FIONA PRICE or MARCUS PAINE.



Corporate Finance

£16,000 + car + benefits

This leading Merchant Bank offers training and unrivalled career prospects within its corporate finance team. You should be a graduate with at least 2:1 degree and a first time pass record in the professional exams. Ref. 8542

For an early meeting call Bill Curteis or send written details to him.

Treasury

£25,000 + car

An outstanding opportunity for the professionally qualified Treasurer with minimum of 2 years specialist experience. Exposure at board level provides an ideal next step to directorship. Ref. 9393

Personnel Resources

75 GRAYS INN ROAD, WC1X 8US 01-242 6321

Sales Negotiator

Required aged 20/30 by young established estate agents based in south west London. The position requires intelligence, initiative and some experience. Driving licence essential, full marketing and secretarial back up provided plus basic. Good commission and company car. Excellent opportunity for go ahead young person with drive and ambition.
Apply Box 1238W The Times.

Excellent Opportunity

International Service Company, giving assistance to employees of major UK and multi-national companies, has vacancies in our Home Finding Department where we counsel incoming employees and find and show them properties. We require young, well presented, caring PEOPLE ORIENTATED staff who can either:
i interview Clients, discuss their requirements and show properties, or
ii be based in office, telephone estate agents and prepare itineraries of properties.
Rewards vary according to the position concerned, and include pension scheme, BUPA, LVE and 4 weeks holidays. Attractive offices in Bond Street.
Please phone Sarah Lynch/Colin Mould for an application form.
Merrill Lynch Relocation: 01-629 8222

THE CATHEDRAL CHURCH OF CHRIST, CANTERBURY

The Dean and Chapter of Canterbury invite applications for the post of

VESTURER (Head Virger)

This is a full-time day appointment. The person appointed will require proven management skills, and be responsible for a department with a staff of nine.
For job description and application form, please write to: The Secretary General, The Chapter Office, 8 The Precincts, Canterbury, Kent, CT1 2EG. Applications close 31st March, 1985.

FEMALE SALES EXECUTIVE required 18-25 years old for small business. Excellent salary and benefits. Well established. Good salary offered. For interview, call 01-242 6321.

ASSISTANT BOOK-KEEPER required with at least 2 years' experience for a firm of chartered accountants in NW5. Salary in region of £20,000 pa. For interview, call 01-242 6321.

CHEERFUL, ENERGETIC Assistant required to help in running of a busy restaurant for the elderly. Experience preferred. Knowledge of Dishes an advantage. Good salary offered. c/o: 6 Wilsden Road, Acton, London W3 7LJ. For interview, call 01-242 6321.

BOAT MECHANIC required for hotel near to France. Start immediately. £20,000 pa. For interview, call 01-242 6321.

More work, more play?

Coopers & Lybrand is one of the largest tourism and leisure consultancies in the UK, providing a full range of advisory services in this, one of the fastest growing areas of the UK economy.

We draw on a broad spectrum of consultancy resources to aid the establishment of and investment in hotel groups; to act as consultants to tourist boards and development agencies; to develop tourism strategies and to help with leisure project investment, such as theme parks, leisure centres and sports stadia.

At Coopers & Lybrand, we are looking for Consultants and Senior Consultants, 25-35, with experience in one or more of the following areas: marketing, accountancy and information systems development in tourism and leisure.

Please send a résumé, including a daytime telephone number and quoting reference 04/2, to Don Wilkes at Coopers & Lybrand Associates, Fleetway House, 25 Farringdon Street, London EC4A 4HD.

Coopers & Lybrand

مكتبة الأصيل

HORIZONS

The Times guide to career development

How to treat emergencies

Patients can be repatriated within hours of a medical emergency abroad. If your work involves frequent travel and you were injured or taken ill while on business overseas, would your employer know how to help you?

Travellers taken ill abroad can get home without pain, says Melanie Wood

Surprisingly, there are teams of skilled doctors and nurses on call 24 hours a day, every day of the year, who specialise in medical care on an international scale. Many seasoned business travellers share the nightmare - sudden illness far from home - and a properly qualified doctor. Teams of hospitals bearing a remarkable resemblance to youth hostels, accidents where the prompt attendance of a good doctor would have saved life, and unexplained illness returning to haunt the bearer years after the original disease, are based, to a large extent, on fact. For every report of disastrous medical care abroad, there are hundreds of cases where emergency medical teams have brought out the patient - within hours of the crisis he has been returned to his home country and a hospital which can help.

The greatest security that any travelling businessman can have is to know that in an emergency there is a way home. Organisations such as the St John Ambulance and Swiss Air Ambulance are dealing with international emergencies all year. Commercial organisations provide the same service for members and for those who become members as part of company benefits.

A telephone call will start the rescue process. These organisations check insurance membership, inform family, employer and their own local contact. This is usually a doctor who will see the traveller and then make all decisions on his behalf until the crisis is over. Evacuation is often by scheduled flight after stabilisation in a local hospital, but is sometimes by fully equipped air ambulance and attendant staff.

It is vital that every traveller from Britain takes a membership card or insurance policy which will cover the cost of emergency medical repatriation. Medical costs can be phenomenal and the cost of an air ambulance makes medical evacuation a service which cannot be provided without payment being guaranteed.

If a patient falls ill in, for example, the United States, he or his employer may have to pay hospital costs, then the cost of transport to the airport, the cost of air ambulance or scheduled flight home, staff fees, even private medical fees on his arrival-home. The cost of the air ambulance alone might be £50,000.

A charity, such as the St John Ambulance, may use volunteer staff, but still requires that the fee for an air ambulance is paid. The only organization to waive this rule is the Swiss Air Ambulance which, as a result, makes a 50 per cent loss every year.

For the British, evacuation to Switzerland is not a sensible solution as medical costs incurred there are likely to be high.

The importance of the organizations which offer emergency medical evacuation is that instant expertise is available to the employer or employee on the strength of a telephone call. (One employee in Saudi was evacuated on suspicion of hepatitis. A doctor in his home country diagnosed malaria and within three weeks he was back at work in Saudi. This would not have happened had his company not arranged membership of an international medical emergency scheme as part of his contract.)

For a factsheet on emergency evacuation companies, send a large size to Special Reports (Health), The Times, 200 Gray's Inn Road, London WC1X 8EZ. Further information is available from The Corporate Executive, 9 Orme Court, London W2.

MARKETING DEPT
A major firm of international consulting engineers have the following vacancies in their Marketing Department:

GRADUATE
required to head department. He/she will be responsible for marketing and promotional literature including preparation of submission documents and company registration, also controlling of information systems on prospective work and client data. Prior direct experience not essential but previous experience of administration, an interest in current affairs, enthusiasm and an ability to work with high calibre professional engineering staff would be advantageous. (Ref 285).

AN ASSISTANT
is required to work on the preparation of promotional literature including company brochures, submissions and registration documents. He/she will also provide assistance on other aspects of departmental operations. Previous experience of technical copywriting or the preparation of promotional material would be an advantage. (Ref 287).

Candidates for either post should apply in writing enclosing a CV and quoting the appropriate reference name to the Personnel Manager, Mr J. E. Anderson, 200 Gray's Inn Road, London WC1X 8EZ.

TRAINEE BROKER
Due to expansion I am looking for three very ambitious people. They must be about 23-35 and will work within a leading west end brokerage. Earning above average income whilst training rising steeply.
Tel Lindy Sharpe on 01-829 8514

INTERIOR DECORATOR
Apply existing interior Decorating Company needs fully experienced Decorator to handle all aspects of decorating contracts to include administration, estimating, sample boards, client contact with the client. Good salary, plenty of scope, excellent career opportunity.
Please reply to Mrs Evans, 13 Mackham Street, SW2, with full CV.

This little piggy went to market
This little piggy stayed at home
This little piggy played ...
Mark Heron
on 01-391 2278
for a graduate career opportunity.

Disc Jockey
required by prestigious new nightclub in Cairo. International experience essential. Male or female.
Telephone: 01-370 5509

MARKETPLACE

The volume of recruitment advertising in the major national newspapers last month was almost 38 per cent up on January 1984. However, the increase shown by the quality newspapers was almost 46 per cent against 22 per cent by the popular dailies and just over 20 per cent by London's *The Standard*. Growth in *The Times* was a huge 200 per cent.

It is difficult to assess how this has been affected by the changing pattern of lengthening Christmas holidays and to what extent advertisements have been carried forward from December. In December job advertising growth in the main national newspapers was less than 2 per cent, and this would suggest that much recruitment activity was deferred until after the holiday. Even so, the average growth for December and January, taken together, was more than 24 per cent up on the corresponding months a year before.

Executive Post, the free jobs newspaper sent to 134,000 professional and executive job-seekers every week, carried 2,370 vacancies in January. This was more than 32 per cent up on last year.

The number of vacancies flowing into job centres was up by almost 7 per cent on January 1984. However,

calculated on a seasonally adjusted basis, the flow was down on the five-year peak of 214,000 reached in December.

Recruiters are still having extreme difficulty in filling high technology vacancies. A new step to bring employers and job-seekers together will be three Technology '85 exhibitions to be held within the Job '85 exhibitions in Birmingham's NEC from April 25 to 27 and in the Wembley Conference Centre from May 8 to 11 and from November 28 to 23.

As about three-quarters of vacancies carrying salaries of more than £18,000 a year are estimated to go through search consultancies, the new edition of *The Executive Grapevine* will be helpful to those wishing to place their CV with appropriate consultants.

It is the most comprehensive and up-to-date directory of executive recruitment consultants and provides detailed profiles of 260 leading British and European companies and the names and addresses of 500 more in 11 countries.

Another recent reference book which may be helpful to those wanting to make speculative applications to employers is *The Personnel Manager's*

Yearbook 1985, which gives brief details of most employers in Britain and includes the name of the head of personnel.

Many people continue to seek opportunities abroad, although the number of overseas vacancies advertised in the British press has more than halved in the past five years. A new research study by Overseas Recruitment Services, part of the ORS Group, indicates that the main motivations for seeking work overseas are higher salaries (70 per cent of respondents), Britain's tax system (28 per cent), and lack of suitable work at home (20 per cent).

Short-term trends in Britain's recruitment market are currently uncertain. The pattern of economic cycles in the past 40 years suggests that the market is due to level off and then start to shrink later this year.

A major factor in the short term will be the level of confidence among employers and employees.

Much depends on the Budget, the ending of the miners' strike and the strength of sterling.

Executive Grapevine (4th edition) available from 79 Manor Way, London SE3 9XG, at £28 hardback and £23 softback.

Philip Schofield

General Appointments

CJA RECRUITMENT CONSULTANTS
35 New Broad Street, London EC2M 1NH
Tel: 01-588 3588 or 01-588 3576
Telex No. 887374

CJA PERSONNEL AND TRAINING OFFICER
LONDON
£13,000 - £15,000 + mortgage

MAJOR INTERNATIONAL BANK - ASSETS IN EXCESS OF US\$50 BILLION

This is a new position and applications are invited from Personnel professionals (ideally graduates/IPM qualified), aged 26-32, with at least 2 years' line personnel experience, preferably in the financial services sector. Initially the emphasis will be on the administration, organisation and presentation of training and development programmes, but also important will be human resource planning, the analysis/monitoring of training needs and facilities, and giving guidance in this area to the Bank's operations in Europe, the Middle East and Africa, liaising with external consultants, where necessary. The successful candidate, reporting to and working closely with the Personnel Manager, will take on increasing responsibility for junior management recruitment, career counselling, liaison with line managers etc. A creative, confident approach with first-class analytical and communication skills are considered essential. Initial salary negotiable £13,000 - £15,000 + mortgage facility, non-contributory pension, free life assurance, subsidised BUPA. Applications in strict confidence, under reference PTO4318/77, to the Managing Director.

CAMPBELL-ARMISTON ASSOCIATES (MANAGEMENT RECRUITMENT CONSULTANTS) LIMITED, 35 NEW BROAD STREET, LONDON EC2M 1NH
TELEPHONE: 01-588 3588 or 01-588 3576. TELEFAX: 887374. FAX: 01-638 9216

* Please only contact us if you are applying for the above position.

Young, bright high flyers in personnel management c.£15,000

Over recent months, we have completed a large number of assignments in blue chip companies. A particular requirement has been for high-potential graduates, aged 25-30, looking to make their first or second career moves.

Currently we have about twenty vacancies for such individuals in well known organisations offering good career progression prospects.

If you fit the personal specification and can point to a record of achievement in progressive business-related personnel function, we need to talk to you now.

ep Please contact Peter Jones or Mark Tuohi, quoting reference IR1487.
COURTENAY PERSONNEL LTD.
Management Selection and Personnel Consultants.
11 Maddox Street, London W1R 9LE.
Tel: 01-491 4014.

GRADUATE SCIENTISTS AND ENGINEERS

are required by
THORNEMI CENTRAL RESEARCH LABORATORIES

THORNEMI, the largest consumer electrical company in the U.K. is expanding its Central Research Laboratories to meet the demand for tomorrow's products. We are seeking Graduate Scientists and Engineers to work in our New Laboratory Complex which houses one of the world's most innovative research establishments and is situated in the high technology centre of Southeast England.

RESEARCH POSITIONS EXIST IN INFORMATION PROCESSING, STORAGE AND DISPLAY CIRCUITS AND DEVICES - NEW MATERIALS

Very attractive salaries and conditions of employment with excellent prospects for career development are offered to those who can make a significant contribution to the research in these, or any other disciplines. For further details please contact our Personnel Manager, Harry Hogg quoting ref T/101.

THORNEMI Central Research Laboratories

FREEPOST, DAWLEY ROAD, HAYES, MIDDX. UB3 1BR TEL: 01-573 3888 Ext 2870

Systems Sales

Manufacturing
Property Management
Financial Control
OTE to £30,000

Green Field HUMAN RESOURCES

Our Clients are a well resourced Systems House delivering solutions into a number of defined markets. Running on branded supermicro and main products, software is offered on a 'packaged' basis or as fully supported bespoke developments.

They wish to expand their operations through the appointment of additional Sales Executives in the South and South East.

We would like to discuss these opportunities with young, assertive individuals who can demonstrate a track record of sales achievement in a relevant systems market.

The remuneration packages offered to successful applicants will include a salary of up to £16,000 and commission guarantees.

For full details contact Rick Allison or Paul Henry, Recruitment Consultants, on 01-387 4549 (daily until 8p.m.)

Alternatively, send your CV to: Greenfield Human Resources Ltd, 40 Triton Square, London, NW1 3EG.

MARKETING RESEARCH MANAGER (FINANCIAL SECTOR)

CIRCA 15½K SOUTH COAST

The Frizzell Group is one of the country's largest insurance broking and finance groups with offices throughout the UK and growing international interests. Its development over more than half a century has been founded on a close identification with consumer demand and the provision of a quality client service. Increased consumer awareness of insurance and financial services and the opportunities brought about by technological advances in communications offers an exciting future for the industry.

We now wish to appoint a manager who can combine vision with the disciplines of market research to provide an effective input to the formulation of the Group's product development and marketing strategy. The market research unit, which is based at Poole, will concentrate on the research and development of markets, products and services for the financial services sector. In addition it will maintain up to date information on competitors and marketing methods.

Applicants for the post should have a degree in a numerate science, be aged 28 - 35 and have at least 3 years' marketing research experience, ideally in the financial services sector. Good practical statistics expertise is a requirement and additional knowledge of information systems and sales management would be advantageous. Well developed written and oral communications skills are essential.

The Company offers excellent terms of employment, including comprehensive relocation assistance, free private medical cover, health insurance and preferential pension and retirement arrangements.

FRIZZELL

Please write in the first instance enclosing a comprehensive CV to: S M Woodgate Personnel Manager, Norman Frizzell Motor & General, Frizzell House, County Gates, POOLE. BH13 6BH.

I ANSWERED THIS AD 7 YEARS AGO
My first full year in this business was at the age of 42 after a successful career in another industry. Having never sold before, I had the same reservations that you probably have now, but boredom and a lack of purpose in life made me enquire further. My income has since risen by 600% and I enjoy genuine job satisfaction by providing a really worthwhile service. I have no redundancy fears, am paid exactly what I'm worth and have all the advantages of running my own business without any of the problems. The same opportunity is available to you now and I urge you to phone one of my colleagues to enquire further.
KEITH PUNT 01-434 1165

CHRISTIAN AID seeks Project Officer for Middle East and Horn of Africa. Preference for men or women who have worked in one or both regions. Administrative ability and sympathy with Christian Aid's aims essential. Though London-based, the Project Officer will travel 2-3 times a year to region. Salary £10,500pa. Application form and job description from Head of Aid, Christian Aid, PO Box No 1, London SW9 8BH. Closing date 22 March.

General Appointments

Information Technology Specialists

£20-40,000

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We have a small number of highly prestigious clients who have briefed us to find the best Information Technology professionals in the country.

Our clients are the top handful of Blue Chip consultancies, manufacturers, software houses and users with whom we have been dealing regularly over a period of several years, and whom we know to be able to offer career advantages significantly above the rest.

Our objective is to find the best careers for the best people and maintain our own reputation as a leading Search and Selection Consultancy within the I.T. industry.

If you would like an informal discussion without commitment, please telephone BOB MILLAR, DAVID DRAKE or DAVID ABBOTT on 02403 28866 or send a brief c.v. to us at the address below.



MKA Search International Ltd
(A Daport Computing Company)
Turret House
The Avenue
Amersham
Bucks HP7 0AB

SALES MANAGER

CITY BASED SUBSTANTIAL BASIC SALARY

ADP **COMTREND** a division of the ADP Group (the world's largest independent computing services company), specialises in the provision of real-time electronic price information services for dealers in the financial futures, commodity and metal markets.

The company is now seeking a Sales Manager to lead a small dynamic sales/support team. It is likely that the successful candidate will have both a proven sales ability and some direct city experience.

The position reports directly to the V.P. Marketing in the U.S. but will liaise closely with both the European Sales Manager in Zurich and the Financial Controller and Director of Technical Services in London.

The high basic salary is enhanced with a bonus scheme paid monthly on above target sales O.T.E. £35,000 to £50,000 per annum, a company car, pension scheme and BUPA are provided.

Please reply in the strictest of confidence with C.V. to: Ian Windley, ADP Comtrend Limited.

PLANTATION HOUSE, 31/35 FENCHURCH STREET, LONDON EC3M 3EP

Opportunities for Experienced Explorers

MURPHY EASTERN OIL COMPANY has positions open for two senior people to join its exploration team at its London headquarters. These are interesting and challenging positions and we are looking for very capable and highly motivated people to fill them:

SENIOR GEOLOGIST SENIOR GEOPHYSICIST

You will have wide practical experience in petroleum geology/petroleum geophysics, and be capable of representing the company at meetings with other companies and with various governments. You will be involved in all aspects of international oil exploration and some foreign travel will be required.

Applicants should have 5-10 years experience and a good degree in Geology, Geophysics, Mathematics or Physics.

Murphy Eastern Oil Company is a subsidiary of Murphy Oil Corporation, a U.S. international oil company with exploration activities in the United Kingdom, Europe, the Middle East, Africa and the Far East.

An attractive salary and generous benefits plus relocation expenses, if necessary, will be paid to the right candidates.

Please send your resume with full details of qualifications and professional experience to:

Personnel Manager, Murphy Eastern Oil Company, Winston House, Dollis Park, Finchley, London N3 1HZ.

All applications will be treated in strict confidence.

MURPHY
EASTERN OIL COMPANY

VACANT POST OF HYDROLOGIST

in the Government Service of the Republic of Trinidad and Tobago

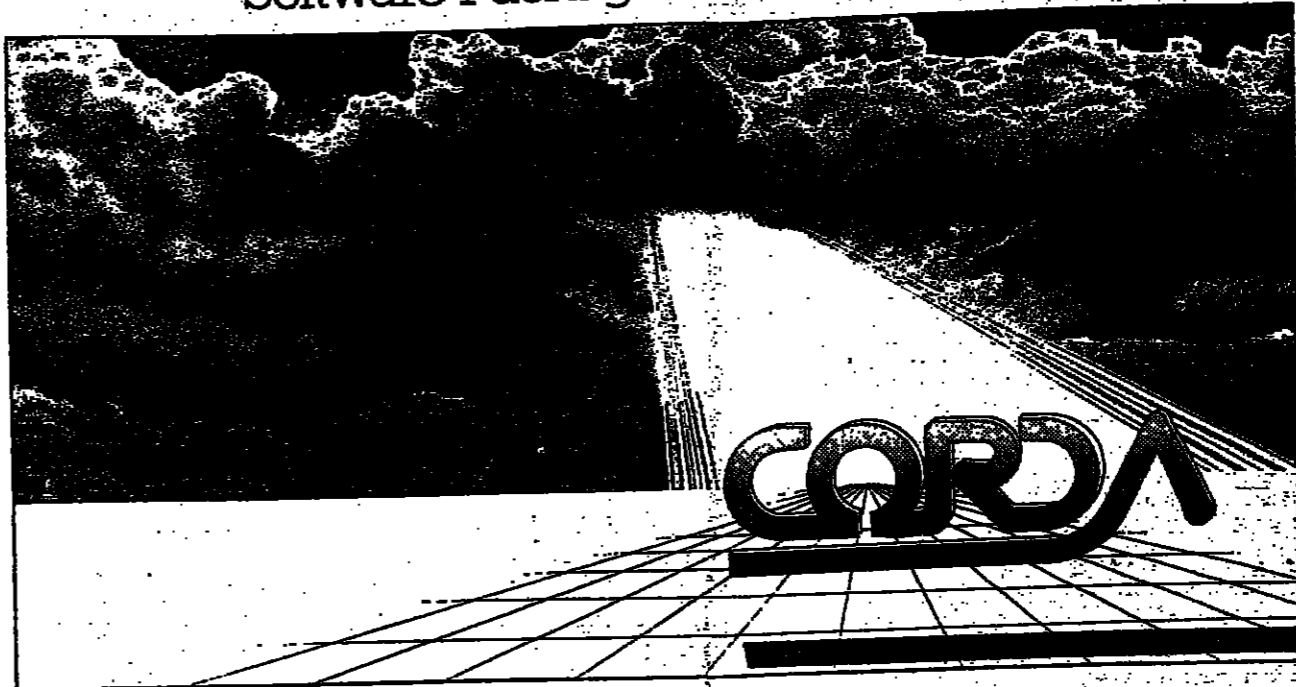
1 Applications are invited from suitably qualified persons for appointment to a vacant post of Hydrologist in the Project Implementation Unit of the Ministry of Agriculture, Lands and Food Production.

2 Particulars relating to the post are as follows:-
Salary Range
\$4,018-\$4,881 per month (1983) (Trinidad and Tobago dollars)

Minimum Experience and Training
Considerable experience in the practice of engineering and training as evidenced by the possession of a recognised Degree in Civil or Hydraulic Engineering supplemented by a post graduate diploma in Hydraulic Engineering, or any equivalent combination of experience and training.

3 Application forms and further particulars relating to the post and the terms and conditions of employment can be obtained from the Trinidad and Tobago High Commission, 42 Belgrave Square, London SW1 (Tel: 01-245 9351) to whom all applications should be submitted not later than 21 March, 1985.

Senior Defence Consultants - Scientific Programmers Software Package Sales Manager



Let there be light

CAP

CORDA was formed last year to provide a focus for CAP Scientific Operational Analysis business. The Centre for Operational Research and Defence Analysis is dedicated to the application of operational research and defence analysis skills to defence, civil government, commerce and industry. We also market an exceptional range of mathematical programming software packages including LAMPS, MAGICLAMP, LANTERN and Prinsker and Associates' simulation package SLAM.

Employing over 60 staff on 25 projects, CORDA is already one of the UK's largest OR and OA establishments. We need more of the brightest intellects in OR defence analysis and scientific computing to join us - and in particular:

SENIOR DEFENCE CONSULTANTS

A creative practical approach is vital to our work. If you are eager to develop your career in Operational Analysis but are starved of opportunity and are in danger of being diverted into systems design, this is your opportunity to grow quickly along a technical or managerial route in a more enlightened environment. In your late 20's to mid 30's you must have at least 5 years' experience, most of it in defence applications, and must demonstrate an innovative but sound and mature approach to solving questions and formulating strategies for solutions.

SCIENTIFIC PROGRAMMERS

Your current job description may not be that of Operational Researcher or Defence Analyst, but probably you are becoming

increasingly interested in assessing system options. What you must have is 1-3 years' experience in a scientific programming environment doing software development for a defence contractor, software house or similar.

SOFTWARE PACKAGE SALES MANAGER

Taking over our software product range you will market special application variants plus appropriate support contracts in the UK and Europe. Presenting to high level decision makers, you will require at least 5 years' experience of selling state-of-the-art mathematical programming or simulation packages, or a successful record of Software Product or Service Sales. You must be capable of planning, organising and successfully executing a product sales campaign. Excellent communication skills and a high degree of credibility and presentation will be essential.

Our emphasis on quality, performance and intellectual freedom creates a stimulating career environment. We must recruit only high calibre professionals. Applicants will normally be graduates of a numerate science. Our salaries and benefits are set by our belief in recognition and reward for ability and effort.

CORDA can measurably brighten your career. For further enlightenment and an application form, please write to Dr Peter Eaton, CAP Scientific, 20-26 Lamb Conduit Street, London WC1N 3LF or telephone 01-831-6144.

'Arthurian' Somerset

THORN EMI - Datatech is part of the Information Technology Division of the Engineering Group of Thorn EMI plc, an international company operating in 32 countries and having an annual sales revenue in excess of £2.5 Billion.

From our West Country base, a completely refurbished old Mill in the village of Wookey Hole, we design a wide range of technically advanced interactive data storage/retrieval systems (often to very specific customer requirements).

'Streamers', the largest range of 1/2 inch streaming tape drives available anywhere, is one of our latest branchlets and is already proving to be a world leader. To meet corporate expansion plans we need to recruit a number of additional engineers:

Senior Firmware/Hardware Micro Processor Engineers.

We're seeking two. Both of graduate status and therefore over the age of 25. Experience of digital electronics design, backed by a sound appreciation of analogue design, is essential, as is the capability of microprocessor programming in high level and assembly languages. An understanding, and knowledge of, 16 and/or 32 bit processors and of bit slice technology will be of considerable advantage. Applicants should be capable of designing and fault finding of microprocessor hardware, logic circuits and computer interfaces.

Firmware/Hardware Micro Processor Engineers.

To join the above team applicants should be over 20 years of age and with sufficient engineering skills and knowledge to enable them to play an active and increasing role in the further development of this division.

Senior Analogue Design Engineers.

We see ideal candidates as being over 25 years of age and with a minimum of three years experience of analogue design work behind them and now looking to commit themselves totally to challenges posed by new and exciting product development work.

Always interesting, often fascinating, work in superb rural, but not isolated, surroundings. Excellent conditions of employment - with salaries to match - plus generous financial help towards relocating are all a part of the overall package we have put together to attract the right men, and women, for these posts.

For an informal, but confidential, interview and the chance to look us over, talk to our engineering professionals and to see part of Avon countryside at its best, please write or telephone requesting an application form from: Chris Jennings, Technical Administrator, THORN EMI Datatech, The Mill, Wookey Hole, Nr. Wells, Somerset, Telephone (0749) 75454.

THORN EMI Datatech

FURNISHING CONTRACT MANAGER

required for small, but expanding interior decorating company specialising in up-market contracts, experienced in all aspects of contract administration, to include estimating, ordering and progress chasing through to site installation. This is a newly created appointment, with great scope for initiative. Please reply to:-
Mrs Evans,
13 Markham Street, SW3
with full CV

Prestigious day care clinic treating alcohol dependent people requires
Experienced State Registered Nurse
Regular hours, Monday - Friday,
Phone 01-825 8705/8712,
between 9 am - 5 pm.

Partnership Secretary/Administrator.

Expanding firm of commercially biased Solicitors with a total of 50 people in its Central London Office wishes to appoint a Partnership Secretary/Administrator.

The purpose of the appointment is to take over various administrative functions currently performed by the firm's partners to enable those partners to spend a greater amount of their time on clients' affairs.

The successful applicant should be aged not less than 35, have previous administrative experience and familiarity with modern office equipment and be capable of putting into effect the decisions reached by the partnership with the minimum of supervision.

The salary is negotiable but will not be less than the going market rate for appointments of this type in Central London.

Write in confidence to: The Senior Partner, Woodham Smith, 12 Great James Street, London, WC1N 3DR.

GENERAL MANAGER EUROPEAN OPERATIONS

Unique opportunity for an ambitious thoroughly experienced individual based in UK to join major US home computer software manufacturer General Manager for European Operations. Will report directly to the VP of marketing and sales at corporate offices.

Will have responsibility for sales management, co-ordinator of total marketing support services, and development and for production of all software products. This challenging position will require knowledge of all facets of the Distribution Channels and of the whole computer software industry.

Excellent compensation and benefits package for an aggressive self-motivated professional who can make a significant contribution to our success.

Please send CV with salary requirements ASAP to PO Box No. 1115-T.

مكتبة من الأصيل

General Appointments

John Brown Engineers & Constructors leading contractors in Petro-Chem and Fine Chemicals

Our projected increased workload demands the recruitment for a limited number of permanent vacancies at our Portsmouth and Teesside Offices, in the following disciplines:

Engineers Heat Transfer

Thermal and mechanical design of shell and tube heat exchangers, air coolers and direct fired boilers and process heaters. Also familiarity with proprietary equipment and packaged plant associated with heat transfer in chemical and process plants.

Instrumentation

Design, specification and selection of instrumentation for process plant control including hazardous area application with associated experience in centralised computer control systems.

Mechanical Equipment

Seniors and also younger engineers with 2/3 years experience in a contracting or related manufacturing organisation. A broad engineering background with a strong interest in its commercial aspects is desirable.

Pressure Vessels

At least 3 years experience in contracting or vessel manufacturing industries.

Process

Seniors with at least 10 years experience and others with at least 5 years experience in process design of Petro-Chem/Fine Chemicals Plant.

Senior Project Control/ Planning

Detailed planning, cost and material control for major projects involving engineering, procurement and construction. Preference will be given to applicants with experience in the use of micro computers.

Qualifications

Engineering Appointments — Chartered Engineers or Graduates. Other Appointments — HND/HNC or OND/ONC

Both male and female applicants will be considered for these appointments. If you are confident of your ability to offer the necessary expertise that will enable you to make a positive contribution to our international reputation, then please send your CV or write giving full details of your career to:

David Bennett, Personnel Manager, John Brown Engineers & Constructors Ltd., Buckingham Street, PORTSMOUTH, Hants. PO1 1HN. Tel: Portsmouth (0705) 822300.

Engineers/ Designers Civil

Practical approach to design of structures, foundations and services. Ability to draw, knowledge of standards and codes, experience in industrial projects an advantage.

Designers/ Draughtsmen

Piping & Plant Layout

Preferably with experience in computer aided design techniques.

Instrumentation/Electrical

Design and production of drawings for power distribution, cabling and lighting layouts; motor control circuits; field wiring; instrumentation control loops, and connection diagrams. Experience in CAD techniques preferred.

Senior Estimator

Working independently, or as a Team Leader, to prepare estimates for international projects involving engineering, procurement and construction. Preference will be given to applicants with experience in computerised estimating methods

Senior Buyer

To negotiate complete orders and prepare contract conditions. Preference will be given to applicants possessing engineering qualifications.

Engineering & Construction JOHN BROWN

Director General Nairobi



African Medical and Research Foundation (AMREF) is a charitable organisation providing a range of medical services in the areas of primary health care, training, medical research and clinical services, health behaviour and health education in the Eastern Africa region. It has an excellent reputation worldwide, and has about 500 staff with an annual budget of KES 5 million. AMREF has national offices in Canada, Denmark, France, Germany, the Netherlands, Sweden, the United Kingdom and the United States of America. It is a dynamic, well-managed organisation and has good relations with its donors.

AMREF is seeking a Director General to build on the success it has achieved to date. The Director General is based in Nairobi and has full responsibility for the overall direction of AMREF; liaising with Government Ministries, securing the support of aid agencies and donors, and leading a highly motivated staff of many nationalities. This challenging position calls for a dynamic individual, preferably a doctor or a medical expert, with a background of research or health administration in a developing country. The successful candidate will have a proven record of raising funds at all levels in several countries, and in managing a not-for-profit organisation.

The remuneration package is tax-free and will permit a comfortable standard of living, and although the successful candidate may be able to earn more money in a different post the satisfaction to be derived from this position, together with the remuneration package, will be more than adequate compensation.

Applications will be treated in strict confidence, and should include full details of education, qualifications, career to date, salary progression and a daytime telephone number.

Please send your application before March 15th to AMREF, 68 Upper Richmond Road, London SW15 2RP quoting ref. 1431/T on the envelope. All applications will be forwarded unopened for selection by Deloitte Haskins & Sells, Management Consultants Limited, our consultants at the address below.

**Deloitte
Haskins+Sells**
Management Consultants Limited.
PO Box 40092, Nairobi, Kenya

Imperial Chemical Industries PLC
Agricultural Division: Billingham: Cleveland
Manpower Planning & Development Group

Career Development Consultant

ICI Agricultural Division requires a Career Development Consultant to work within the Career Development Section of the Division's Manpower Planning & Development Group.

The Division has a strong history of organisational development and employee participation, where every effort is made to develop the full potential of individual employees, specifically their human relations and leadership capabilities.

The successful candidate will be at least 28 years of age and will have gained experience in an appropriate organisation. He/She will become a member of a multi-disciplinary team who are responsible for creating and developing processes, methods and systems, which will facilitate the development of the Division's human resources, to the mutual benefit of the individual and the business.

Ideally, the candidate will have a degree in Occupational Psychology, experience in psychometric and other forms of testing; a proven record in the business of using diagnostic, problem solving and influencing skills in effecting change; and some experience in the field of training and development.

Remuneration will be commensurate with qualifications and experience. The Company operates house purchase, profit sharing and contributory pension schemes and offers financial assistance towards removal expenses.

Applications giving details of age, qualifications and experience should be sent as soon as possible to:-

Mr MAJW Pegg, Personnel Department, Imperial Chemical Industries PLC, Agricultural Division, PO Box No 1, Billingham, Cleveland, TS23 1LB.



The Gabriel Duffy Group offers recruitment selection and search services for clients in the Profession, Industry and Commerce. Candidates at all levels in the Accountancy, Taxation and Finance fields are invited to contact one of our Consultants to discuss career opportunities. Gabriel Duffy Consultancy Gabriel Duffy House 17 St Swinburn's Lane Cannon Street LONDON EC4A 3AL Tel: (01) 623 3195 - 623 4295 - 623 4395

SENIOR FINANCIAL MANAGER
c £38 000 package
A major Arts/Entertainment group seeks an accountant who is sympathetic to the Arts for a high-level financial control role with overall management involvement. The post requires excellent technical and leadership skills, and may lead to a Board appointment for the successful candidate. The post is Central London-based, with some UK travel.

PERSONAL TAX MANAGER
c £28 000
Due to recent expansion, our client, a medium-sized 'West End' practice requires an additional Qualified Accountant with experience in all areas of Personal Tax. Working on a varied portfolio, you will be assisting in the implementation of a computerised system. The position calls for someone ambitious, ideally aged 25-33 preferably with a large firm background.

TAX PARTNER DESIGNATE
c £28 000
An excellent opportunity for an ACA/ACA ATB to move to partnership after an initial setting in period, with a progressive five-partner practice in Colchester. The firm is ideally seeking a committed tax specialist aged 30-40, with excellent all-round knowledge and some small practice experience to take full responsibility for a thriving department.

GROUP TAX MANAGER
c £27 500 + car
This Central London Top 20 practice is in the forefront of modern technology and innovative ideas. Our client is offering a direct step to partnership to Qualified Accountants technically competent in all areas of Taxation. Contact Mike Finbow on 01-623 4295.

PARTNER-DESIGNATE
c £18,000++
Our client, an expanding West End based firm with an excellent reputation and client list seeks a young ACA/ACA to be groomed for partnership in the short term. All aspects of general practice. Contact Michael Beament on 01-623 4395.

COMPUTER AUDITORS
c £18 000
We are assisting a leading multinational group with the recruitment of two CA's for systems review and development. One post will involve international travel, the other will be head-office based in London. Contact Don Leslie on 01-623 4185.

Gabriel Duffy Consultancy

Enterprise Oil Chief Geologist

Enterprise Oil is now firmly established in the private sector as a major new British oil company with significant interests in five producing fields and with a number of other developments under review.

Enterprise has already become a significant contributor within the consortia developing these existing fields and is rapidly extending its exploration activities in the North Sea, onshore UK and Western Europe.

Since its inception early last year it has built up a highly skilled and experienced exploration team, has been an active participant in the current UK offshore 9th round and will be bidding aggressively in the forthcoming onshore licensing round. Two operatorships have already been secured and others are under negotiation.

You will provide expert geological input and guidance of a high standard to the six exploration teams and their regional managers and will also advise the exploration director on all geological matters. Unfettered by line management involvement, your responsibilities will be

wide ranging and you will enjoy considerable freedom to select your own work programme and to define your own objectives.

You will maintain a constant overview of the company's current and anticipated activities and will occupy a particularly visible role within the organisation. Your worldwide experience will have been gained over at least 20 years in the industry, some of which will be North Sea related. You will be up to date with the latest technical developments and will have experience of both classic and carbonate provinces. A background with a major oil company including a period in a geological research laboratory is advantageous.

An attractive, competitive remuneration package including a company car, share option scheme and other benefits will be offered. Please ring or write, in complete confidence, to John Diack of Cripps, Sears & Associates Limited, Personnel Management Consultants, 88-89 High Holborn, London WC1V 6LH. Tel: 01-404 5701.

Cripps, Sears

NEW YORK CITY - 1985 IBM ANALYST/PROGRAMMERS TO \$55,000 p.a.
IBM MVS COBOL CICS IDMS (ADS-ONLINE)

Our client, one of the most prestigious and successful stock-broking and financial companies in the world, has a need for some twenty Analyst/Programmers to assist them in their 1985 development programs.

Successful candidates will work in their luxury office accommodation in lower Manhattan, initially on a 12 month assignment.

Skills will ideally include a strong IBM background, but some opportunities will exist for candidates with strong IDMS knowledge in an ICL environment. Good analysis, design and programming experience is essential, preferably in a financial or brokerage environment.

Our client will conduct interviews in London during late March, with start dates up to June 1985.

Successful candidates will receive a full family relocation package and all necessary assistance and advice on moving to the United States.

For more information on these exclusive opportunities, please call Mary Coleman NOW or send your detailed resume to us at Computer People International, 68 St. Martin's Lane, London WC2. Tel: 01-836 8411

WE LOOK FORWARD TO HEARING FROM YOU.
*Opportunities will also exist for experienced IDMS DBAs and MVS/CICS Systems Programmers.

Computer People International
The Market Leaders.

THORN EMI FERGUSON Limited, manufacturers of the famous FERGUSON TX range of television, video and associated products have a vacancy for a

PROJECT MANAGER

We are a major company in the consumer electronics field, with a requirement for a Project Manager in the Manufacturing Division.

This Senior position includes assessing the technical viability of introducing new products, implementing production programmes, diversifying production and developing initiatives to resolve technical and manufacturing problems.

Sourcing of capital plant and equipment will be additional responsibilities.

Candidates should have a minimum of five years' experience at a Senior level in Production Engineering preferably in the Electronic Engineering Industry.

Qualification should be to HND/Degree level

Applicants should apply with full CV to:
John Greener, Senior Personnel Officer,
THORN EMI FERGUSON Limited,
Great Cambridge Road, Enfield, Middlesex EN1 1UL.

FERGUSON
Technology you can trust

Nigeria

PRODUCTION ENGINEER - FIRE-FIGHTING EQUIPMENT
Applicants are invited for the position of Production Engineer to organise and control a new manufacturing facility for fire-fighting equipment. Applicants must have proven experience in a similar position manufacturing/assembling mechanical items on a small batch production basis, and be conversant with all aspects of production machinery, planning and quality control. Candidates should be able to work on own initiative and be flexible.

TECHNICAL SALES MANAGER - FIRE-FIGHTING EQUIPMENT
Applicants are invited for the position of Technical Sales Manager for the sale of Fire-Fighting Equipment on a national basis. Candidates must have proven experience in a similar position related to the petro-chemical, military, aviation, civil and industrial markets. A working knowledge of Halon and Foam systems would be an advantage. Duties would include assistance in establishing/managing a national sales network, presentations, reports, surveys, selection and training of sales staff and marketing a full range of portable extinguishers manufactured in Nigeria.

Possible advancement to higher management for right person. Please send your application with passport photo to the Personnel Manager, PO Box 9584, Lagos, Nigeria.

**THE AMERICAN MUSEUM IN BRITAIN
Claverton Manor, Bath, BA2 7BD**
requires a

TEMPORARY ASSISTANT

with journalistic and/or advertising experience and secretarial skills to work from own London home on a fund-raising campaign.

Details of this full-time post are available from Miss Sheila Little at the above address (telephone Bath 60503).

INTERNATIONAL SYSTEM SALES ANALYST GRAPHIC SYSTEMS

Join us in Guernsey and we'll broaden your horizons!

c.£17,000 negotiable **Attractive tax benefits**

Tektronix addresses its Graphic Systems market in its Middle East, Gulf and African territories through a network of distributors. We are seeking a high calibre individual to support our marketing activities in these areas from our base here in Guernsey.

The position requires an energetic individual who is keen, technically competent and motivated to:

- Assist in the identification and development of major accounts
- Support our distributors by providing guidance and technical expertise with integration problems in an application environment
- Provide after sales service by resolving installation, graphic software and configuration problems.

It's likely that you'll hold a BSc in computer sciences or some equivalent and have at least two years' related experience with an established software house, OEM or computer manufacturer. You'll be required to demonstrate a comprehensive understanding of a variety of operating systems and protocols. Some system sales experience will be a distinct advantage.

The appointment offers considerable opportunity for travel and for personal development within a company acknowledged for its leading position in the field of Computer Graphics.

Why not telephone David Leaf, Personnel Manager on 0481 37701 who will give you more details of:

- the job
- the highly attractive salary of c.£17,000 negotiable
- the benefits package and
- the Guernsey environment.

If you prefer write with full C.V. to him at:

Tektronix Limited,
P.O. Box 36
Guernsey,
Channel Islands.

Tektronix

General Appointments



MIDDLESEX
CROYDON
C. LONDON

PROGRAMMERS, ANALYST/PROGRAMMERS, CONSULTANTS
£13 - 20k

SKILLS IN DEMAND · IBM · ICL · HP3000 · COBOL
RPG41 · MANUFACTURING, BANKING & COMMERCIAL ENVIRONMENTS...

Most successful independent Computer Services Company in Europe · Record profits in 1984
Exceptional growth planned

"CMG's SUCCESS IS DIRECTLY LINKED TO THE PEOPLE WHO WORK IN THE COMPANY"

Please send CV or telephone: Alan Pearson (01-638 5791), Ramon House, Wood Street, London WC2E 7AA, or alternatively



Contact our Advertising Consultant, Anthony Barry (01-638 8144) 30-32 Southampton Street, Covent Garden, London WC2E 7HE.

HIGH FLYERS IN DISTRIBUTION

If you've got it up top, look at the bottom

The bottom right hand corner of this advertisement, to be precise. For our logo should tell you a lot about who we are looking for and why.

But some facts in brief. We're a leading firm of Management Consultants, operating internationally as well as throughout the UK. Our Distribution Group is growing fast and contributes significantly to our overall success.

What we're offering is the chance to broaden your experience and develop your talents in a highly professional environment where intellectual demands are substantial and analytical skills vital.

That's why our selection criteria are rigorous. You'll need to be a graduate aged 26-35 with an excellent track record, working at the forefront of developments in distribution. Perhaps in line management, warehouse design, operations planning, or materials handling. Personal skills must also impress.

In short, we're looking for some of the best distribution brains around. And we'll pay accordingly. In the range £15-28,000, in fact, with benefits which may include a car.

So, if you want to be at the centre of things, here's what to do. Send full personal and career details (including daytime telephone number) to Geoffrey Thiel, quoting reference H30/T on both envelope and letter. Please state your preferred location - London, Birmingham or Manchester.

Deloitte Haskins + Sells
Management Consultants

128 Queen Victoria Street, London EC4P 4JX

Newbury Data Recording Ltd is an important part of the DRI Group - Europe's largest independent computer peripherals manufacturer. Our growth rate to date is impressive - in the last three years turnover has nearly trebled to well over £70m. The Group's set for even greater development and intends to go public this year. It is against this background that we are seeking to appoint the following:

PLANNING AND BUDGETS ACCOUNTANT

£ Negotiable

We are seeking a qualified Accountant to develop a co-ordinated planning process and prepare detailed budgets and forecasts. Candidates will need to demonstrate solid experience in corporate planning within a marketing/manufacturing environment, backed by well developed analytical skills. Experience of the use of microcomputers in financial modelling is essential. The salary will reflect the importance of this position and it is thought that candidates currently earning less than £12,500 will not have the depth of experience required for the post.

EQUIPMENT SALES EXECUTIVES

OTE £25K + CAR

We are seeking two highly motivated Sales Executives to sell our VDU, Printer and communications equipment to end users. Candidates must be able to demonstrate a proven sales track record in a high-tech environment.

There are two territories involved - South East and South West England.

VDU ANALOGUE DESIGN

c. £15K

To join a team pioneering the development of VDU's and intelligent terminals. Candidates must demonstrate strong innovative flair and solid experience in the design of VDU's or TV drive circuits and PSU's.

PRODUCT SUPPORT ENGINEER

INTERNATIONAL SUPPORT to £15K + CAR

To provide technical support in pre- and post-sales situations. Problem solving together with alpha and beta testing of new products require a minimum of 2 years experience of IBM Assembler or Z80 programming. Knowledge of BSCSNA communications protocols would be an advantage.

PROJECT LEADER

c. £15K

To join our team developing low cost communications products and VDU's using Unix and C. We are seeking a Project Leader to assume full responsibility for resource management and technical leadership from project definition to volume production. Applicants should have design experience with one or more of IBM/ICL/Z85 communications systems and at least 4 years post-graduate experience.

For all positions we offer highly competitive salaries, related to experience and competence, an environment receptive to new ideas and the opportunity for personal growth and management development. In addition there are all the usual large company benefits and relocation assistance where appropriate.

For more information please contact Ian Muir or Jean Atkinson, Personnel Department, Newbury Data Recording Ltd., Hawthorne Road, Staines, Middlesex. Tel: Staines (0784) 51988.

Newbury Data

A member of the DRI Group.

GRADUATE/ TRAINEE
Ambitious, well educated, self starter, required to join rapidly expanding Consultancy. Min. 1 yr. Sales/Commercial exp. Phone: MARK ZUNDEL at ZUNDEL LITTLE on 01-236 7335

TOP JOBS DOWN UNDER



TWO OPPORTUNITIES IN SYDNEY

Our Client is Australia's leading manufacturer of professional grade printed circuit boards, operating plants in Sydney and Melbourne. The Company is a wholly-owned subsidiary of a major Australian public company.

Two exceptionally attractive opportunities have arisen in this dynamic environment. Make your decisive career move now and enjoy a new and invigorating lifestyle in an expanding economy.

Manufacturing/Technical Manager

This is a very senior post reporting directly to the Managing Director. The Manufacturing/Technical Manager will head a staff of 120 and be responsible for the management of production engineering, production, process engineering, plant maintenance, materials control and plant security including planning, budgeting and control of all technical resources.

A degree in chemical engineering is preferred and at least seven years experience in a professional grade PCB manufacturing environment is essential and must include experience of drilling, plating and printing technologies.

Commencing salary c. Australian \$45,000 p.a. plus car and fringe benefits. Moving expenses to Australia paid and re-location assistance provided.

Process Engineer

Important opportunity for rewarding advance to production management. Will be responsible to Manufacturing/Technical Manager for the operation of all production processes within quality and cost parameters. Will provide for testing and implementation of new processes equipment and operator training.

Applicants should be qualified in chemical engineering or physical chemistry and have at least five years experience in process engineering or equivalent in the printed circuit board industry.

Attractive salary package to attract exceptional candidates. All moving expenses to Australia paid and re-location assistance provided.

In the first instance phone Dublin 781000 and speak to Richard Moulton or Glasgow 9452660 and speak to John Duffy or forward full career details in complete confidence to Richard Moulton.



MARLBOROUGH EMPLOYMENT

Marlborough Employment (Ireland) Ltd., Meagh Court, Harcourt Road, Dublin 2.



OIL INDUSTRY SUPPLIES & OPERATIONS ASSISTANT

We have a vacancy for an assistant to work in the busy Supplies Department of a British U.K. Oil Marketing Company. This position, reporting to the General Manager - Supplies, will encompass a wide range of supply functions and include involvement with the buying and selling of oil products in bulk, marine bunkering, oil futures, supply economics, supply operations and shipping. The ideal candidate is likely to be in their mid-twenties and will have two or three years commercial experience. He/she may well be a graduate, numerate, flexible and with a desire to get involved in the supply side of the oil industry. Relevant oil experience although not essential would be an asset.

The company that wants you is British, big in turnover, but small in head count. Its philosophy is one of team effort and the successful candidate will possess a high degree of interpersonal skills and an ability to accept responsibility. The position carries first class remuneration and benefits.

Applications with a full C.V should reach Miss V. Pain, Personnel Officer, Ultram Golden Eagle Ltd., Pembroke House, 40, City Road, London, EC1Y 2AQ by no later than 25th February, 1985.

Tax Specialists wanted to feather nests

up to £25,000

"The art of taxation is so to pluck the goose that the maximum number of feathers are obtained with the minimum amount of hissing". Jean Colbert 1665

Colbert's statement still rings true today thus there is a great demand for tax specialists who can keep the plucking to a minimum.

If you have good specialist tax knowledge (personal or corporate) your services will be in high demand. But this pleasant situation presents problems. You need to ensure that a move will enhance your experience, enable career development and bring appreciation for your personal style.

Candidates vary in their skills, objectives and personalities. Our philosophy as recruitment specialists is to view every candidate as an individual. We take time to find out about your specific requirements and to give free and unbiased career advice.

We will be pleased to tell you about the spectrum of appointments we are handling and their suitability for you. They range across both the profession and commerce and are mainly in the £9,000-£25,000 salary bracket. They will be of interest to those who have recently made the decision to specialise or those whose tax careers are already developing well.

An informal career discussion can be arranged by simply phoning Paul Carvoaso ACA or Carrie Andrews ACA on 01-240 6781 or send us brief details of your career to date at Macmillan Davies, CENTRE POINT, London WC1A 1AJ.



THE ROYAL ASSOCIATION FOR DISABILITY AND REHABILITATION

has a vacancy for an Employment Officer to undertake research into the employment of physically disabled people and to answer enquiries. A knowledge of employment legislation is an asset.

Further details available from the Administrator, 25 Mortimer Street, London W1. RADAR is an equal opportunities employer.

RECRUITMENT CONSULTANT

City £10-£15,000 plus

We are an expanding recruitment consultancy specialising in the professional and executive fields. We are looking for a graduate to join our team of consultants handling the recruitment of senior management personnel. Training will be provided, but some experience of related areas would be an advantage. Send your CV to: Recruitment & Personnel, 74 Long Lane, London, E2.

Go where the growth is

Electronic point of sales and banking are one of the fastest growth industries.

A leading international hi-tech company is opening a Marketing and Support Centre in London.

We are looking for dynamic sales and support Executives with experience in Epos, computers and banking systems.

High salary, expenses, auto and stock option will provide an exceptional package for the exceptional individual.

For confidential interview write to: Box HC 589.



EDITOR, ARIEL

Central London £13,152 - £16,094
Ariel is a weekly tabloid which aims to keep a talented staff informed of news and views inside the BBC and the broadcasting world. We are looking for an experienced journalist who must be a skilled writer and imaginative newspaper technician to lead a lively team which reports for one of Britain's most challenging and successful industries. (Ref. 2128/T)

PRODUCER Radio Cumbria

Whitehaven £9,348 - £12,660
Plus allowance of £916 p.a.
To work in the Whitehaven studios as West Cumbria Producer, primarily on the general output but also with some responsibility for news. You will work as the leader of a small team providing material for Radio Cumbria programmes and also performing some public relations duties. You must have at least three years' experience of broadcasting or journalism, a proven aptitude for programme production and presentation, a good microphone voice, the ability to operate technical equipment and work under pressure. A good knowledge of the station's editorial area is essential and you should be prepared to live in or around Whitehaven. You will need a current driving licence. (Ref. 2130/T)

REGIONAL JOURNALIST

Norwich £9,348 - £12,660
Plus allowance of £537 p.a.
If you are an experienced journalist, able to work quickly and accurately under pressure, this is an opportunity to join the newsroom team in Norwich which produces news bulletins and contributes to topical programmes for network radio and television. (Ref. 1164/T)

Salaries currently under review. Relocation expenses considered. Contact us immediately for application form (quote ref. and enclose s.a.e.)
BBC Appointments, London W1A 1AA. Tel. 01-9275799.

We are an equal opportunities employer

مكتبة الأصيل

General Appointments

Production Director

Foreign language publicity and technical publications

To £25,000 + car.

Tek works for over 1000 major international companies and publishers in the U.K., Europe and in the USA, handling the production of their industrial publicity and publications for overseas markets: brochures, manuals, technical literature, films, books.

Tek translates, designs, typesets and prints their material in all of the languages of international trade and publishing. Tek has unrivalled production resources: experienced managers, outstanding translators, the latest computerized photosetting equipment in-house, print-buying by experts and 25 years experience.

Now growing demand for our services requires us to appoint a Production Director to mastermind the whole, complex production operation and to play a major role in new business development jointly with the Marketing Director. You will be responsible for the planning and co-ordination of all projects; for productivity and for profit. You will have the opportunity to work closely with our clients, here and abroad, and to develop new suppliers. You should enjoy working with people of many nationalities and skills. You should have exceptional personal qualities and relevant experience and be, probably, in your thirties.

This is an exciting, challenging position and one that offers early opportunities of appointment to the Board of Directors.

Please write, with CV, in strictest confidence to the Managing Director, Tek Translation and International Print Ltd, 11 Uxbridge Road, Shepherd's Bush, London W12 8LH.

The World Leader in Translation, Typesetting and Print.



THE DAVIS COMPANY LIMITED

Executive Recruitment & Selection

International Sales and Marketing Opportunities

Our client is an international group of pharmaceutical and chemical companies with headquarters in the UK and a group turnover in excess of £800M. Demanding opportunities currently exist for senior sales and marketing professionals to develop their products in major overseas markets.

Area Manager - Mediterranean

£220,000 + Car + Benefits

This is an executive position, based in Athens, responsible for the profitable development of the company's business in Greece and other Mediterranean territories. Candidates must have previous international marketing management experience in the health care industry, and must possess the necessary entrepreneurial skills and personal qualities to operate successfully without close supervision. Fluency in Greek is preferred, but candidates with a strong linguistic ability and the willingness to acquire fluency should not be deterred. D3774

Export Executive - West Africa

£213,000 + Benefits

This is an export sales position involving the development and promotion of both consumer and pharmaceutical products in French-speaking Africa. Reporting to the Territory Manager, West Africa, the appointment will involve a total of about three months overseas travel each year in periods of 2-3 weeks. The ideal candidate will be between 30-35, with export selling experience and fluency in French. As the company's export business grows, additional opportunities in both sales and marketing will be continually arising and consequent scope for long term career development is therefore enormous. D3780

Territory Manager - Russia

to £21,000 + Car

This is a senior position responsible for the development of profitable and long-term business within the Soviet Union. The prime objective will be to analyse the market and its structure and to develop and implement a strategy to exploit business opportunities. The successful candidate will need a proven track record demonstrating commercial success within Eastern Europe, plus fluency in Russian. Age 30-40, and educated to degree level. You must be able to travel for 2/3 weeks maximum at a time, several times a year. D3518

Sales Manager - Poland

£15,000 + Benefits

The person appointed to this position will primarily be responsible for the profitable development of the company's medical and industrial business in Poland. This will include sales negotiations and control of the Warsaw office, together with providing the necessary administrative support in the UK. Candidates, aged 25-35 should be educated to degree standard with a record of achievement in sales or marketing. The ability to speak a Slavonic language is preferred together with a good knowledge of German. The position involves overseas travel amounting to approximately 3 months each year. D3764

Please contact David Roberts quoting relevant reference no.

13/14 Dean Street, London W1V 5AH. Telephone: 01-437 3344

Ingram

RECRUITMENT CONSULTANTS

Tax Specialists

£11,000 - £23,000

CHARTERED ACCOUNTANTS/SOLICITORS/INSPECTORS - we deal with all the major firms of Chartered Accountants, and have done so for 10 years. Our clients also include a large number of Solicitors and Merchant Banks as well as the tax departments of most major commercial concerns. We currently have many vacancies for good people in jobs offering good prospects and career progression. Contact Mervyn Dinman ACA.

Audit Manager

£15,000 - £16,000

Our client is a firm of Chartered Accountants with 25 partners in London and 20 across the UK. They require one possibly two people to be trained for an initial junior partnership in London. You should have all-round experience and ideally be interested in medium rather than larger audits. For details of this and many other professional vacancies contact Brian Ingram.

Corporate Finance

£15,000 - £30,000 + benefits

We work closely with many contacts in the City and are always interested in speaking to first class people with some corporate finance experience and good track records. Currently we have a number of excellent vacancies available. We would also like to hear from newly/recently qualified ACSs and Solicitors. Contact Andrew Linden.

Financial Controller

£15,000 + Car

Publishing house in London W1, needs qualified accountant, under 35, to head up small team reporting to the FD producing multi currency monthly management accounts and statutory accounts as well as full range of controllership duties. For details of this and other jobs for accountants in Commerce, Treasury, Banking and Industry contact Peter Briggs FCA.

Contact PETER BRIGGS, ANDREW LINDEN or BRIAN INGRAM
Telephone 01-629 3555
70/71 NEW BOND STREET, LONDON W1Y 8DE

Partnership Secretary

Partner Status Solicitors
City To £35K

Our client is a substantial firm of solicitors with an established City presence, overseas offices and a total staffing of around 250 people. They require an exceptional person to take charge of all financial and administrative affairs of the business and act as its partnership secretary.

Reporting to the Executive Partner, the successful candidate will be building upon an established and respected role at a time of rapid change and development.

Candidates aged around 35-45 will be qualified accountants who can demonstrate success at a senior level in a service environment, preferably within a partnership.

For an immediate and totally confidential discussion, please telephone Peter T. Willingham on 01-283 3070 today, or better still send him under strictly personal cover a comprehensive curriculum vitae, (reference 33) at Spicer and Pegler Associates, Executive Selection, St Mary Axe House, London EC3A 8BJ.



Spicer and Pegler Associates
Management Services

Management Consultant For Overseas Assignments

London Negotiable Salary

We are the London based management consultancy practice of an international firm of chartered accountants and are continually carrying out assignments in developing countries throughout the world. As a result of continued growth in this area we are seeking to recruit an accountant with practical experience in:

Financial Analysis

and

Management Information Systems

to undertake overseas assignments. He (or she) must have had consulting experience in Third World environments and must be a self starter who enjoys the challenge of practical problem solving, is capable of working effectively in developing countries and available to travel at short notice.

In the first instance please write in complete confidence quoting reference 85 and submitting a curriculum vitae to:

Peter Childs, Director,
Fannell Kerr Forster,
New Garden House,
78 Hatton Garden,
London EC1N 8JA.



Accountants for Computer Consultancy

We are the management consultancy company of Thomson McLintock & Co, which is the British member of KMG, one of the largest international accounting and consultancy groups in the world. Our computer consultancy specialises in computer, office systems and information technology advice. Assignments include hardware and software selection, systems implementation, and training clients on related topics such as management awareness and financial modelling.

Due to further expansion, we require qualified accountants to join our multi-disciplinary consultancy team. Our consultants are actively involved with the latest developments in information technology, analysing and solving client problems in the design and implementation of management information systems. We also offer an individually tailored training and development programme and the opportunity to enhance and broaden both technical and management skills.

We require commercially-minded qualified accountants, aged around 25-30, with initiative and practical experience of the implementation of mainframe financial accounting or management reporting systems. Remuneration will be in the range of £16,000 to £20,000 plus car. Location: City of London.

Please write in confidence to JR Hornby (Ref 2017).



Thomson McLintock Associates
70 Finsbury Pavement London EC2A 1SX

Three leading pharmaceutical companies - one British, one European and one American - have asked for our help in finding experienced young physicians to strengthen their therapy development teams as:

Medical Advisers

They offer permanent posts with salaries from c.£20,000 to c.£25,000 + car and planned programmes of training and experience to enable new people to:

- set and agree the strategy for clinical trials
- monitor and control the resulting studies
- manage the interfaces of research, commercial and regulatory affairs
- offer the best professional advice to colleagues and prescribers
- progress to more senior status and salaries

We would like to hear from you if you are 26 to 35, with three or more years progressive post-qualification experience - academic, general or hospital - and a real interest in advancing your career in therapy development. Though retained and paid by the companies, we are briefed fully to respect confidentiality until you authorise the release of personal/career information to our clients. Please write with a succinct supporting CV, or telephone Roger Stephens for a brief initial discussion.

Roger Stephens & Associates

Management Search • Selection • Development
Dolphin Yard, 11c Holywell Hill, St. Albans, Hertfordshire AL1 1EZ.
Telephone: St. Albans (0727) 37474.

MANAGING DIRECTOR

FOOD DISTRIBUTION

You are a successful director or senior manager, planning corporate strategy in physical distribution services. After several years in this role it is now time to realise more of your own ambitions.

In order to meet these personal goals in the next few years you will need to work with stimulating people who have as clear an understanding as you have of the current market state and the latest applications of technology in food retailing and distribution.

A bold step towards your career development objectives would be to take the reins of a well-established company and initiate significant changes to meet anticipated market trends. You would establish corporate targets, build a team of achievers from the 300 or so employees and lead them into an exciting future.

If you can successfully implement the changes that this national company - jointly owned by manufacturers of successful brands - requires, you could enjoy an excellent remuneration package (with profit share) whilst your family grows up in an attractive part of the Severn Valley where you will all enjoy a high standard of living.

Applications by telephone to Bob Wileman at:

Trans Promotions Ltd

The specialist recruitment and training consultants in transport and physical distribution.

64 North Street, Guildford, Surrey GU1 4AH.
Guildford: (0483) 502525.

RECRUITMENT, TRAINING & BUSINESS CONSULTANTS



DEALING ROOM UNIT MANAGEMENT

£20,000 + Neg.

DRUM exists to provide a complete project management service for the design and installation of dealing rooms.

We now require a **TEAM LEADER** with:

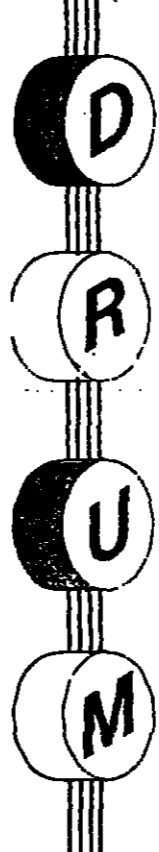
- ☆ systems knowledge
- ☆ dealing room experience
- ☆ entrepreneurial ambition

Opportunity for board position and equity share.

Please telephone or write to:

P. CADDICK-DRUM
125 Kennington Road, London SE11

01-582 1055



Corporate Treasury

London c£25,000 + Car

An international management consultancy urgently seeks to expand its treasury consulting group and thus seeks to appoint a number of high calibre candidates who offer experience of working within a banking/treasury environment.

The work is varied and challenging and the experience gained will be useful for developing a career within either a commercial treasury or management consultancy.

Ideal candidates will possess a good first degree, sound treasury experience, excellent presentation skills and an assured manner.

Write or telephone (naming any firm which you would not wish to be put forward to) Nicolas Mabin, Regional Manager, quoting reference: LG1101.



Management Personnel
Recruitment Selection & Search

2 Swallow Place, Oxford Street, London W1R 2AA
Telephone 01 498 1834 (not at home 01-608 2783)

AREA SALES MANAGERS

We've earned an enviable reputation marketing a range of technologically advanced plain paper copiers.

For instance, the Minolta EP450Z and EP650Z Zoom copiers were the first of their kind to come onto the market.

To help further our considerable and rapidly growing success we are looking for six new Area Managers to liaise directly with our Authorised Dealers.

The six areas are: London, The Midlands, Scotland, The West Country, The South East and The South Coast.

We are looking for people with experience in our market, and the necessary drive and commitment to succeed in a highly competitive business.

Salaries and benefits will, naturally, be commensurate to the exciting positions we offer. Though one can expect to earn £20,000 (+ car) in the first year.

If you think you are the special sort of person we are looking for, phone for an appointment.

TO LIZ HOLMES, MINOLTA (UK) LIMITED.

(0908) 615141



Director

Human Resource Consultancy

Our client is a well established consultancy backed by a major international corporation. They market a range of consultancy services including executive search, management selection and management assistance programmes, both in the UK and overseas. The company has established industry specialisations in insurance, financial services and high technology.

They wish to recruit up to three Directors to play leading roles in developing the existing specialist sectors.

To qualify you will be aged 28-40, preferably have a professional qualification and background. Previous exposure to management consultancy and/or recruitment would be an advantage. Certainly you must want to join a highly motivated and service oriented company.

To apply please write to me, Melvyn Gadsdon, enclosing a full copy of your CV.

IAS

LONSDALE ADVERTISING SERVICES LIMITED
Hesketh House, Portman Square, London W1H 0JH

General Appointments

ASSET FINANCE & LEASING

Lease Plan UK Ltd is part of an International Finance and Leasing Group owned by the major Dutch banks.

As part of our long term expansion strategy we have now created an Asset Finance and Leasing Division. This will provide a new thrust to the marketing of our flexible range of facilities to industry and commerce, which includes:-

- Finance Leasing
- Lease Purchase
- Stock Finance
- Receivables Discounting

and other asset based finance services.

Two exceptional career opportunities have therefore been created to market these products and take full advantage of this finance sector in order to develop our existing client base throughout the UK.

Based in Windsor, the successful applicants will be part of a small highly professional team. They must be capable of negotiating complex transactions at all levels and have the ability to analyse and identify our clients' needs and construct the appropriate tailor made financial arrangements.

This is a unique opportunity to participate in the rapid growth of a company which sees considerable potential in the future equipment leasing environment.

Initial remuneration consisting of salary together with a profit related bonus will be negotiated around £16k, according to age and experience. A car, pension and life assurance scheme and private health insurance will be provided. Our anticipated growth rate will allow for excellent future career and salary progression.

Applications should be sent together with a full c.v. to our recruitment consultant:-

Mr John A. Taylor
KBA
130 High Street,
Oxford OX1 4DH



Lease Plan

FINANCIAL ADMINISTRATORS PRACTICE SECRETARIES
required by various Architects and Engineers in central locations to be responsible for complete financial management Practices. Salary between £8,500-£12,000.
A.M.S.A. Rec Cons.
01-734 0532

CRUISE IN MEDITERRANEAN
Young, presentable person required to cruise with owners of motor yacht this spring and summer.
Able to cook and assist with general duties on board.
Return air ticket and generous pocket money paid.
Please apply in writing, including recent photograph to: Box 2057 Y, The Times.

TRAVEL MANAGER
Male, aged 35-45, married, passport, prepared to manage a team of agents in Europe and North Africa. Commission based. Box 0678 R, The Times.

TOUR LEADERS required for Adventure, Cruise, P.V., Leisure and Education tours. In writing to: Adventure, Education, Oxford, OX2 4TT.

ANGLO-AMERICAN investment bank requires experienced and energetic sales executives to promote UK & American products. Salary £12,000-£15,000. Reply to: Box 0672 R, The Times.

SALES AND MARKETING APPOINTMENTS

BIRDS of Gerrards Cross

Have a vacancy for a professional Car Sales Executive. Please apply in writing enclosing C.V. to
Mr G. Spencer
31-33 Station Road,
Gerrards Cross
BUCKS.

RECRUITMENT AGENCY exceptional opportunities in various areas. Specialist recruitment services. Contact: 01-256 1313.

MANAGEMENT well-qualified Executive for financial services. Salary £12,000-£15,000. Tel: 01-256 1313.

GRADUATE OPPORTUNITIES

YOUNG ARTICULATE Graduate. Direct marketing opportunity. Excellent growth prospects. Tel: 01-256 1313.

PART TIME VACANCIES

WORKERS ONLY Underbridge. Immediate vacancies. Tel: 01-256 1313.

MANAGEMENT DIRECTOR of small Ltd company. Excellent prospects. Tel: 01-256 1313.

PART-TIME RECEPTIONIST for busy office. Excellent prospects. Tel: 01-256 1313.

PART-TIME SALES/REPRESENTATIVE for London and Midlands. Tel: 01-256 1313.

TEMPORARY SHORTHAND TYPIST (£12.50 per hour) for 6 months. Tel: 01-256 1313.

MANAGEMENT AND DEGRATE in Finance. Join the company. Tel: 01-256 1313.

Super Secretaries
continued on page 34

SELECTMAN LTD

P.O. Box 274, Birmingham B23 7RL

We require suitably qualified personnel for various contracts:

- 3 x Water Treatment & Sewerage Technicians (E&M). Must have reverse osmosis experience.
- 2 x Kitchen & Laundry Technicians (E&M). Must have Hospital/Hotel background.
- 2 x Chilled Water Technicians (150 ton Units Trane/Carrier/Haden).
- 3 x BSc Qualified Engineers (Mech/Elec/Civil) Visa states BSc Mandatory for entry.
- 4 x Design/Installation Telecom Eng. (telephone).
- 2 x Radio/Digital Technicians.
- 1 x Electronic Engineer (Computer orientated).
- 2 x Video production engineers.
- 1 x Chemical process engineer (BSc only).
- 1 x Sales/marketing rep (prefabricated office sales background).
- 2 x Cartoonists with animation background.

Post 1 to 8 inc. for Saudi Arabian locations

Post 9 for Oman Location

Post 10 for UK location probably Cardiff.

Overseas posts: Single Status: 1 Yr Contract F&A:

Reasonable Salary Levels:

Moderate Leave Cycles.

UK post permanent employment salary negotiable.

WRITE: sending a TYPED CV, 2 P/p, Copies of your Passport: Driving Licence: Certificates and your present Salary requirements.



LASER-SCAN LABORATORIES LIMITED

We are a world leader in the production of automatic digitisers, plotters, displays and workstations, with particular emphasis in the cartographic market, located on the Science Park in Cambridge.

EUROPEAN SALES EXECUTIVE
Remuneration package circa £17,000

As part of our general expansion programme there is a requirement for a Sales Executive to be primarily responsible for exciting and future prospects within Europe.

Whilst a strong technical background, together with successful sales experience in high technological capital equipment is preferred, emphasis will also be placed on the initiative and enthusiasm of the candidate. Knowledge of German, French and/or Italian is required.

Remuneration will consist of basic salary, commission, company car and private health insurance.

Please apply in confidence to:

Madge Sidaway
Personnel Officer
Laser-Scan Laboratories Limited
Cambridge Science Park
Milton Road
Cambridge CB4 4BH
Telephone: Cambridge (0223) 315414

MARKETING DIRECTOR Required

An IBM software house with full agency status is seeking to appoint a Marketing Director to take control of the marketing of specialist software packages into specific vertical markets. A proven track record in the software or allied industry is vital. Remuneration package to suit right applicant.

Reply to:
Box 0565 R,
The Times

OPPORTUNITIES IN SAUDI ARABIA

REALTIME ENGINEERING & DATA ANALYSTS

- a leading high technology Company - is offering excellent career opportunities for:

EXECUTIVE MANAGER - SECURITY SYSTEMS DIVISION

The ideal candidate must have:
• 8 years' sales and marketing experience in integrated security systems.
• Be familiar with CARDKEY and Proximity Products.
• Have management experience.

SALES ENGINEER SECURITY SYSTEMS DIVISION

The ideal candidate must have:
• 4 years' surveying and services engineering experience of electronic security systems, especially CARDKEY and Proximity Access Control, and C.C.T.V. equipment.
• Knowledge of preparing technical proposals on installations for the type of system to be used.

TERMS

The terms of appointment include attractive Saudi tax-free salaries plus commission on sales, company car, medical care, free furnished accommodation and two return air tickets, per year, from country of origin.

Applicants should submit C.V. and references, without delay, to:

**VICE PRESIDENT
REALTIME ENGINEERING & DATA ANALYSTS**
P.O. BOX 278
DHAHRAN 31932, SAUDI ARABIA

Tel: 010-966-3-965-2480 TLX: 670480 READAK SJ
TELEFAX: 966-3-864-9043
Further information available from S. Garcia
Tel: (0753) 73657/8

TECHNICAL DIRECTOR

c. £20,000 + car

A medium sized and profitable company, which is the major subsidiary of a public group, requires a director to lead their technical and product development team. The company, operating from an accessible part of South Wales, has considerable growth opportunities from both existing and new products and markets.

Candidates aged between 28 and 40, must already have at least four years technical management experience covering the functions of design, product development, drawing office and quality assurance. A good honours degree in Engineering is called for and experience of structural engineering design and steel fabrication would be a major advantage.

This is a growth orientated company and career prospects are excellent. The remuneration package includes a basic salary around £18,000, fringe benefits are excellent and there is an executive car.

Please apply in complete confidence with full c.v. and stating current salary to:

W. G. Fearley-Whittingstall
Profile Management Search
Tabard Chambers
53 Northgate Street
Gloucester, GL1 2AJ



GEC Engineering Research Centre

MECHANICAL ENGINEERING LABORATORY

ENGINEERING R & D

The Mechanical Engineering Laboratory at Whetstone provides contract, research and consultancy services to GEC companies and others. Expansion has created opportunities for engineers seeking broad-ranging and satisfying careers. Successful candidates will join teams responsible for the initiation and execution of research projects with ample opportunities to influence the future course of the programme.

STRUCTURAL MECHANICS DIVISION

Software support and development for structural analysis and its integration with design and manufacturing. Fortran programming and applications of numerical methods in mechanical engineering. Experimental stress analysis, computer-controlled data acquisition, measurement techniques.

CONTROL DIVISION

Design, analysis and simulation studies covering a wide range of industrial and military applications. Fluid power and electronics systems, both digital and analogue.

THERMOFLUIDS DIVISION

Research into advanced computational fluid dynamics for turbo-machinery and general flows, heat transfer (particularly involving boiling and condensation), thermodynamics and combustion of prime movers, novel energy systems.

To apply please send full c.v. to:

Mr B J Cooper
GEC Engineering Research Centre
MECHANICAL ENGINEERING LABORATORY
Cambridge Road
Whetstone
Leicester LE8 3LH
or Telephone: Leicester (0533) 863434 Ext. 3601

SMMT ASSISTANT SECRETARY

Circa £16,000 + Car
London SW1

The Society of Motor Manufacturers and Traders Limited has been representing the interests of the motor industry in Britain since 1902 and has an important and continuing role both in the UK and overseas. Among its many activities, it is probably best known for organising the British International Motor Show. The SMMT is a leading Trade Association with 1,400 members, 120 staff and an annual turnover in excess of £5 million.

Reporting to the Deputy Director and Secretary and assisted by a Committee Secretary and other staff, your main responsibility will be to ensure that the Society's Trade Section committee meetings operate, and are serviced, effectively. You will also co-ordinate the work carried out by SMMT department on behalf of Trade Sections and represent the SMMT at meetings of other organisations, at home and abroad. Other responsibilities include the administration of a members' group insurance scheme and regular contact with, and advice to, members on many subjects.

The successful applicant will be a senior administrator, age 35-50, with significant relevant experience. This may have been gained in local or national Government, the armed forces (Staff College graduate level) or as a company/trade association secretary. A legal or secretarial qualification would be an advantage but is not essential.

Benefits include a car of your choice (subject to cash limit), free petrol, contributory pension, life assurance, BUPA and subsidised lunches.

Please write, in confidence, with full career details, including current salary, to Jennie Wooldridge, SMMT Limited, Forbes House, Halkin Street, London SW1X 7DS.

MONTGOMERY DISTRICT COUNCIL CHIEF EXECUTIVE AND CLERK OF THE COUNCIL

Salary Scale: £28,538 - £21,861 + Election Fees

With the imminent retirement of the present Chief Executive/Clerk of the Council applications are invited for this appointment for suitably qualified persons in any professional discipline with extensive Local Government Service, proven management ability and able to demonstrate leadership qualities and sound judgment at a high level.

The person appointed will be regarded as head of the Council's paid officials and leader of the Management Team, and will be the Council's Chief Adviser on matters of general policy, with responsibility for overall co-ordination, organisation and effective management of the Council's Services.

The appointment is subject to the terms and conditions of the Joint Negotiating Committee for Chief Executives of Local Authorities.

Assistance in accordance with the Council's scheme is given towards removal expenses. Car allowance and car loan facilities available.

The area covered by Montgomery District Council which borders on Shropshire, lies in the heart of Mid-Wales and is renowned for its beauty and tranquillity.

All things being equal advantage will be given to applicants with knowledge of Welsh.

Application forms and details are available from the Chief Executive, District Council Offices, Watsool, Montgomeryshire, Powys (Telephone: 0939 2828 (Ext. 292)) to whom completed forms should be returned by 18th March, 1985.

UNITED MEDICAL & DENTAL SCHOOLS GUYS CAMPUS

Research Secretary required
Until 31st August 1986 in department of Rheumatology at Guys, for work supported on a grant from the arthritis and rheumatism council. Previous experience in preparation of medical research manuscripts would be an advantage. Salary in range
£5,959-£6,967 p.a. inclusive
according to age, experience and qualifications; and allowances for special duties.
Applications, giving details of age, experience and qualifications, and names of two referees, to the Staffing Officer,
Guy's Hospital Medical School,
London SE1 9RT.
Ref. G/RR/99.

ARCHITECTS

Are looking for bright enthusiastic secretary for young busy practice in Chelsea. Please send CV to:
A5 ARCHITECTS
134 LOTS ROAD
LONDON SW10 0RJ
(no agencies)

MANAGER

For a new office opening shortly in London

One of our clients, a leading company based in northern Italy manufacturing fast consumer goods, seeks a manager for their U.K. sales office.

The candidate, young, dynamic and with university level education, will have already had some years selling experience and will be fluent in Italian. A period of training at the company H.Q. in Italy is foreseen. Thereafter the tasks will be to organize and manage the London sales unit and portfolio of existing customers.

Detailed curriculum vitae with telephone number to:

CGM International -
Societa di Consulenza ed Assistenza
per Scambi Commerciali S.P.A.
via Fratelli Gabba, 1
20121 Milano (Italy)

GENERAL MANAGER

£10,000 + bonus

We seek to recruit a general manager of our consumer electronics retail division.

Initial responsibilities will include the re-location of our 'flagship' retail outlet within Central London.

Applicants (aged 25-33), who will be offered a lucrative salary + profit sharing package, should be highly motivated and prepared to manage all aspects of this rapidly expanding consumer electronics company.

Please contact:

Amanda Ford,
G.H.L.
6/7 Southbank Business Centre
Ponton Road,
London SW5.
Tel: 01-627 3171

ASSISTANT EDITOR for GOOD HOUSEKEEPING

An experienced magazine journalist with an ability to play intellectual pinochle is needed to co-ordinate the work of the many departments and activities of G.H.

This is an excellent opportunity to become involved with the widest magazine for women accurate, efficient and with a flair for words.

The job entails proof-reading, some re-writing and office administration, with people and able to deal warmly with readers' letters. Good Please write with full cv including availability and present salary together with samples of published work to:

Beverlie Flower
National Magazine House
72 Broadwick Street
London, W1V 2BP.

SHORTHAND SEC - £10,000 + bonus. An excellent opportunity for a shorthand secretary in a leading London office. Excellent salary and benefits. Apply to: Box 2057 Y, The Times.

ADMINISTRATIVE/SECRETARY Assistant for private. Knowledge of Italian preferred. Salary £10,000-£12,000. Tel: 01-256 1313.

SECRETARY £12,000 p.a. with bonus. Excellent benefits. Apply to: Box 2057 Y, The Times.

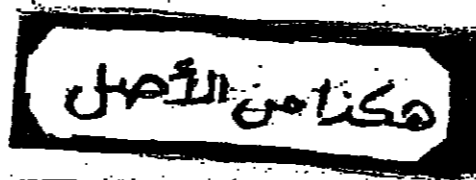
SMALL EXPANDING young firm in the Midlands. Excellent salary and benefits. Apply to: Box 2057 Y, The Times.

BY APPOINTMENT £10,000 per annum. Excellent benefits. Apply to: Box 2057 Y, The Times.

PLAYSIDE book publisher. Excellent salary and benefits. Apply to: Box 2057 Y, The Times.

PERSONNEL TYPIST £7,200 + bonus. Excellent benefits. Apply to: Box 2057 Y, The Times.

ARCHITECTS Are looking for bright enthusiastic secretary for young busy practice in Chelsea. Please send CV to: A5 ARCHITECTS, 134 LOTS ROAD, LONDON SW10 0RJ. (no agencies)



General Appointments



Management Career Opportunity

We are a leading and expanding onshore drilling company currently operating 9 land rigs in the UK and Continental Europe. We are seeking an aggressive senior level manager with excellent business acumen and a good understanding of the key aspects of the land drilling and service industry.

The successful applicant must be a professional engineer with a minimum 10 years related experience within the oil and gas industry in drilling engineering, contracts, and be willing to relocate to our Midlands base. This position will report directly to the Managing Director and be responsible for the management and supervision of contracts and engineering personnel. Specific duties will include business development, bidding, contracts, rig design and drilling engineering.

This is a permanent position offering a salary commensurate with qualifications, including a car, contributory pension scheme, profit sharing plan, excellent benefit package and excellent promotional opportunities for the right individual. Relocation expenses will be reimbursed.

Please submit a full CV in the first instance to: Anne Murray, Personnel Manager
KENTING DRILLING SERVICES LIMITED
Trent Lane, Castle Donington, Derby

Applications will be considered in the strictest confidence.

OPPORTUNITIES IN SAUDI ARABIA REALTIME ENGINEERING & DATA ANALYSTS -

a leading high technology Company - is offering excellent career opportunities for:

EXECUTIVE MANAGER - SECURITY SYSTEMS DIVISION

The ideal candidate must have:

- 8 years' sales and marketing experience in integrated security systems.
- Be familiar with CARDKEY and Proximity Products.
- Have management experience.

SALES ENGINEER SECURITY SYSTEMS DIVISION

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- Knowledge of preparing technical proposals on installations for the type of system to be used.

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**VICE PRESIDENT
REALTIME ENGINEERING & DATA ANALYSTS
P.O. BOX 278
DHAHRAN 31932, SAUDI ARABIA**
Tel: 010-966-3-895-2480 TLX: 670480 READAK SJ
TELEFAX: 966-3-864-9043
Further information available from S. Garcia
Tel: (0783) 79657/8



STRATEGIC CONSULTANTS FOR THE COMPUTER INDUSTRY TOP EUROPEAN SALARIES

INTECO Corporation is one of Europe's fastest growing consultancies specialising in providing industry information and analysis to major computer suppliers, distributors and the financial community in Europe, the US and Japan.

Among INTECO's current European services are four annual syndicated subscription services:

- Personal Computers in Europe
- Channels of Distribution in Europe
- Small Computers in Europe
- Workstations in Europe

These services are based on massive industrial market research surveys of more than 25,000 completed face-to-face and telephone interviews each year with business users, distribution outlets, professional households, etc.

INTECO's substantial client base receives research briefings, newsletters, telephone inquiry service and conference attendance - the next being the Personal Computers in Europe Conference on 8, 9, 10 May in Cannes.

INTECO was established eight years ago and is still expanding at a rate of 100% per year. To sustain this growth we are seeking experienced consultants to interact with senior management in the European computer industry and to assist them with their strategic, market and product planning. Applicants will probably have a degree, five to ten years' experience with a supplier and excellent presentation and writing skills. We have urgent needs for:

- Minicomputer Market Consultants
- PC Market Consultants
- Workstation Market Consultants
- Computer Market Consultants

Please send a C.V. including earnings history to:

**Thomas E. Bachman
President
INTECO Corporation
17 Bedford Square
London, WC1B 3JA**

Super Secs

A state oil agency of a middle east country requires
3 JUNIOR OFFICE ASSISTANTS

In its London office.

Minimum requirements five O levels, but preferably A level English, numerate, good typing with shorthand useful. Suitable for college leavers, (non-smokers preferred).

Ref A1 - Administration/Accounts to assist with correspondence, telephone calls, invoices and filing. Must be willing to learn computerised accounts.

Ref A2 - Operator for facsimile and Puma Telex to act as relief receptionist. Training will be given.

Ref A3 - To assist in library with photocopying and information distribution, filing, ordering of publications and general typing.

Salary negotiable. 21 days holidays and BUPA.

Please reply to Mrs G Eaves,
15 Knightsbridge, London SW1X 7 LY
Telephone 01-235 7060.

Banking Appointments

HONG KONG

NEWLY QUALIFIED ACA'S to 4 YEARS POE - TAX & AUDIT

£22,500 to £27,500
(including Housing Allowance)

Agreement having been reached over its future, the feeling of confidence and optimism in Hong Kong is at a new peak.

Arguably the most commercially vibrant community in the world, few accountants can afford to ignore the opportunities available in Hong Kong.

Where else can be found an intriguing blend of top class professional experience, high living standards and capital accumulation prospects in such an exciting social and cultural environment.

Partners from one of the major international practices in Hong Kong will be visiting our offices to meet selected candidates with up to four years post qualification experience.

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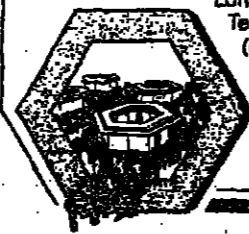
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We are the in-house employment agency of the Royal Institute of British Architects, dealing with placements of all grades of architectural staff (and other construction industry personnel) in the UK and overseas.

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USA

Financial Accounting Manager

The General Electric Company (USA) is currently establishing a financial services operation based at Kingston-upon-Thames, to provide a full accounting service to its UK affiliates. This is the start of a totally fresh approach to financial services for General Electric with substantial investment in the latest equipment including the setting up of computer linking on a global basis.

We invite applications from accountants (A.C.A., A.C.C.A., A.C.M.A.), who are also likely to be graduates, aged 28-35, who must have at least 2-3 years' demanding post-qualification experience in an industrial, commercial or financial services environment using the latest computerised systems and accounting techniques.

This new pooling operation of financial services will include treasury, general ledger, accounts receivable/payable, information systems, payroll and financial reporting.

To be effective we need a Financial Accountant with a rare combination of skills. You should be:

- A top rate, high-flying accountant.
 - Able to impart your accounting knowledge and experience with enthusiasm to others.
 - An effective communicator at all levels including Financial Directors.
 - Capable of handling change with drive, determination and tact.
 - Willing to work long hours if necessary and be a practical 'roll-up sleeves' team person with a sense of humour.
- Promotion prospects for someone who is 'at the hub' of our accounting world are exceptional; either within Financial Services, with an affiliate at Financial Director level or with other parts of General Electric in Europe or the USA.

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Please send details of career to date (quoting appropriate reference) to: Paul Harrison, Manager Personnel Services, General Electric Company (USA), Shortlands, Hammersmith, London W6 8BX. Tel: 01-741 8900.

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If you prefer, write to her with details of career to date and salary progression at Marley Vehicle Leasing Ltd, PO Box 31, Riverhead, Sevenoaks, Kent TN13 2YU.
Closing date for applications 10th March 1985.



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These opportunities will appeal to men and women in the age range 27 - 33 who believe that their accounting, computer audit and personal communication skills are capable of further development in a demanding and challenging professional environment. Prospects for promotion are excellent.

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Public Appointments

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in its Asia Research Department based in London
The work includes investigating human rights in several Asian countries including Vietnam, preparing material and advising on initiatives to be taken by Amnesty International, particularly in relation to prisoners of conscience, trial procedures and treatment of prisoners. The ability to seek out and evaluate information objectively, good political judgement, specialist knowledge of Vietnam, an ability to communicate well in English, both orally and in writing essential. Other languages: French and Vietnamese.
Salary: £9,876 (index linked, annual increments)
Closing date: 19 April 1985

TWO EXECUTIVE ASSISTANTS

to work on several Asian countries, either VIETNAM or AFGHANISTAN or LAOS and KAMPUCHEA.
The Executive Assistant is primarily responsible for liaising with Amnesty International groups around the world to provide information and guidance for action on human rights abuses on the countries s/he covers.
Candidates should have background knowledge and interest particularly in these countries. Fluent written and spoken English essential as is the ability to type and be fully self servicing. Knowledge of a local language an advantage; reading ability in French desirable.
Salary: £8,630 (index linked, annual increments)
Closing date: 8 April 1985.
For further details for both posts please send SAE to Personnel Office, Amnesty International, 1 Easton Street, London WC1X 8DJ, UK

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KEEPERSHIP OF BOTANY
Applications are invited for the Keepership of the Department of Botany at the National Museum of Wales. The minimum qualification of a degree in any field of Botany should be accompanied by administrative/research/interpretative experience relevant to Museum collections.
Salary scale £17,255-£21,500.
Contributory pension rights under the Museum Pension Scheme.
Further particulars may be obtained from the Secretary, National Museum of Wales, Cathays Park, Cardiff, CF1 3NP, to whom applications (2 copies) should be submitted not later than MONDAY, 1 APRIL, 1985.

Nuffield College, Oxford OX1 1NF

GWILYM GIBBON RESEARCH FELLOWSHIP
Applications are invited from men and women, preferably with experience of one of the public services, wishing to undertake a year's research into, or study of, a problem in the field of government and administration. The Fellowship carries free rooms, secretarial services, common table rights, and reimbursement of necessary expenses, but normally no stipend. In exceptional cases a supplementary stipend is payable. Further particulars form the Admissions Secretary.
Closing date Monday 22 April 1985.

هكذا من الأصيل

Public Appointments

La crème de la crème

NATIONAL BIOLOGICAL STANDARDS BOARD

Invites applications for the post of

DIRECTOR

of the National Institute for Biological Standards and Control.

The position will become available in August 1985, when the present holder takes up appointment as Director of The Public Health Laboratory Service.

The Institute is responsible for the control of biological substances used in human medicine, and for the preparation of national and international biological standards. These activities depend on the Institute's research programme. The Institute is a major WHO International Laboratory for Biological Standards.

The Director is head of the Institute's 250 staff, including 55 in scientific grades. The responsibilities of the post include the co-ordination and planning of the scientific work of standards, control and research, and liaison with the Health Departments, World Health Organization, British and European Pharmacopoeia Commissions, Medical Research Council and other organisations. The Institute has eight scientific departments: Antibiotics, Chemistry, Bacteriology, Standards, Processing, Statistics, Viral Products.

The Institute will move to new, purpose-built laboratories now under construction near South Mimms, Hertfordshire, which are expected to be completed in August 1986.

The Board is looking for an applicant with appropriate medical or scientific qualifications, who has demonstrated outstanding ability in a relevant field, and who will give the scientific and administrative leadership required to maintain and further the national and international work and reputation of the Institute.

Salary: £36,500 per annum. Terms and conditions of service are comparable with those of the Medical Research Council. Further information can be obtained from the present Director.

Applications with full details, including the names of two or more referees to whom the Board may refer, should be sent marked 'Confidential' to the Chairman, National Biological Standards Board, Holly Hill, Harpenden, London NW3 6BB.

(Telephone 01-435 2232).

Closing Date 11th April 1985.



National Institute for Biological Standards and Control

Somerset Health Authority

DISTRICT GENERAL MANAGER

(RE-ADVERTISEMENT)

The Authority provides a full range of Health Services to a population of around 400,000 in the County of Somerset, has an annual revenue budget of £87 million and employs nearly 8,000 staff.

The District General Manager will be accountable to the Authority for the provision of information and advice to enable policies, priorities and objectives to be established, and for the efficient and effective implementation of these in order to achieve the best standard of care for the patient.

Candidates should have a record of successful management at a senior level in the public or private sector, and through leadership be capable of introducing and developing the general management function in this large, complex, multi-disciplinary organisation.

The appointment will be for a fixed-term of three years, in the first instance, renewable thereafter on an annual basis by mutual agreement. Salary is negotiable, but it is unlikely that the successful candidate will be earning less than £23,000. Previous applicants are invited to re-apply.

Application form, job description and further details may be obtained from Barry Brown, District Personnel Officer, Somerset Health Authority, County Hall, Taunton, Tel: (0823) 73491 ext 284/286/1. Completed applications should be returned to Mrs C. Heath, Chairman, Somerset Health Authority, County Hall, Taunton, by not later than 18th March, 1985.

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For further details and application form please contact The Personnel Office, Royal College of Surgeons of England, 35-43 Lincoln's Inn Fields, LONDON WC1A 3PN quoting reference 10/85.

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to the

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A vacancy will shortly occur for a mature and accomplished bi-lingual Secretary, 30-40 years old, with an excellent command of English (preferably English mother-tongue) and a good working knowledge of German. An understanding of French would be additionally useful.

Candidates should possess first class secretarial skills and a confident and helpful personality. Moreover, the ability to work independently and a flair for organisation and office administration in a busy environment are also considered important attributes.

In return we offer a highly competitive salary, commensurate with qualifications and experience, plus 4 weeks annual holiday and the usual Banking benefits.

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01-236 1994

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The salary is negotiable and the package includes the usual range of benefits. If you are interested in us, and the job, send me your C.V. or telephone me on the number below during office hours.

Marylyn Ambury, Personnel Manager, The Exchange Telegraphs Company Limited, Exel House, East Harding Street, London EC4. 01-353 1080.

SECRETARY

No Shorthand Up to £8,000 - Chelsea

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c. £8,000 LONDON EC1

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This position would suit a mature candidate with secretarial skills and experience, possibly gained as Secretary to a Company Secretary.

In return a negotiable salary around £8,000 is offered to the successful applicant, who must live daily travelling distance of Central London.

Please send full CV to Lisa Grant, PER, Rex House, 4-12 Regent Street, London, SW1Y 4PP.

SECRETARY PA

As a result of a continuing programme of expansion, we have a vacancy in our newly formed leisure development company based in Mayfair.

Aged 25+, you must be an intelligent, friendly and efficient person with a good secretarial background. Salary is negotiable according to age and experience and the benefits are those expected of a major international company.

Please contact Sue Hamilton, Rush & Tompkins Group Plc, 14 Park St, London W1. Tel: 01-493 4937.

SECRETARY REQUIRED

Very busy Senior Partner in firm of West End Solicitors requires a Secretary mainly for Conveyancing. Good typing speeds essential. A knowledge of shorthand preferred. Pleasant offices, good salary, four weeks holiday, opportunities for overtime.

Tel: 01-323 4751 (Reference M.P.)

PA/SECRETARY

BELGRAVIA, SW1 £8,000 + benefits

Lively and personable PA/Secretary is urgently needed by Consultant in Investment Department of leading firm of Chartered Surveyors. Good secretarial skills, organisational ability and initiative are important. Some knowledge of French and/or German an asset but not essential.

Contact Katharine Gamier 01-235 8099

PUBLIC RELATIONS

Well presented secretary with fast accurate typing (preferably WP) and lively personality, required to assist Group Public Relations Manager and become involved in a wide variety of publicity and promotional activities.

Essential experience includes 2-3 years' experience in an advertising agency or PR consultancy. For more information call Beverly Turner on 01-228 4977 ext. 287.

DIRECTOR OF SOCIAL WORK

£24,507-£26,448

Travelling allowance facilities available. Within fixed limits assistance towards expenditure incurred in connection with removal expenses and legal fees/disturbance expenses will be given where appropriate.

Applications are invited for the post of Director of Social Work which will become vacant due to the retirement of the present Director. The successful applicant will be responsible for providing the Council, its Committees and the Chief Executive with professional advice on matters relating to the Social Work function and for ensuring that the Council's social work policies are effectively co-ordinated and implemented throughout the Region.

The Director will also be required to contribute fully to the corporate activities of the Management Team of Chief Officers. Central Region has a population of over 272,000 and the successful applicant will have the challenging task of dealing with a wide range of social work problems. Applicants must be qualified in terms of the Qualifications of Directors of Social Work (Scotland) Regulations 1978 and should have appropriate experience at senior management level. The post is open to persons having the necessary qualifications and experience whether within or outwith the local government service.

Job descriptions and application forms are obtainable from the Chief Executive, Central Regional Council, Viewforth, Striving, to whom completed application forms should be returned not later than 15th March, 1985.



Central Regional Council An Equal Opportunities Employer

Bilingual Secretary

English/German Frankfurt

A rare opportunity has arisen in the Frankfurt office of American Express in Germany. The Financial Controller and members of his department require an experienced, highly qualified Secretary.

Bilingual in English and German, with first-class secretarial skills and shorthand ability in both languages, you will also be an excellent administrator, preferably with W.P. experience.

Salary will be around DM3,500, in addition to the fringe benefits and career opportunities expected of such a position within American Express.

In the first instance, please send your C.V. in English and German, to Mrs Diana Sharpe, Personnel Manager, American Express Europe Limited, Amex House, Edward Street, Brighton, Sussex, BN1 2LP.

INSTITUTE OF MEDICAL ETHICS

Tavistock House North, Tavistock Square, WC1H 9LS Tel: 387 6132

Experienced Secretary

required as Personal Assistant to the Director of the Institute of Medical Ethics. Good typing and shorthand and an ability to read accounts. Salary around £8,000 negotiable on Grade 4 of the University of London Secretarial Scale. 5 weeks paid annual holiday. Pleasant offices.

Applications with Curriculum Vitae to the Director at the above address. Closing date 8th March. No agencies please.

SUPER SENIOR SECRETARIES - CITY

We're in the fast moving world of reinsurance broking and part of the very successful multimillion pound Sedgwick Group.

We're now looking for two experienced Senior Secretaries with excellent shorthand and Displaywriter word processing skills to work at Director level. You will need to become involved and be willing to take on additional and varied responsibilities.

Personality with a sense of humour will go a long way to making a success in this busy group. Competitive salary is offered with full company benefits.

Quoting ref TD 113 please send your career details to Miss Julie Churchill, Personnel Officer, E. W. Payne Limited, 21 Mincing Lane, London EC3. (Close to Liverpool Street or Aldgate Tubes). Or call her on 01-623 8888 ext 2651. (No agencies.)

BILINGUAL SECRETARY

£8,000

A successful marketing company situated in modern offices in the town centre of Windsor seek a Secretary/PA for their Managing Director. A working knowledge of shorthand, good typing and word processor is required, plus a good command of the German language is essential. This demanding position will give simple opportunity to apply your organising skills.

For further details please call Carol Newman, B & B Personnel, St Ives House, St Ives Road, Maidenhead, Berks Tel: (0628) 72833

NATIONAL, NON-COMMERCIAL ORGANISATION IN WC2

requires: Secretary to Chief Executive. This position requires a high standard of shorthand/audio typing with ability to use W.P. although training will be given. The job offers plenty of scope to someone with similar previous experience demanding confidence, tact, ability to communicate at all levels and to be responsible for providing full secretarial support.

Attractive salary will be negotiated. An active salary will be negotiated. We need a lively personality with enthusiasm to work in this small, friendly office. Good shorthand/audio typing required with W.P. experience, although additional training will be given. Applicants, who should be energetic, have a pleasant telephone manner and ability to communicate at all levels, should be able to identify priorities and deal with general information enquiries. Attractive salary offered to suit applicant. Please send your C.V. and covering letter to Box 2288 X, The Times, and we will be in touch with you as soon as possible.

EXPERIENCED SECRETARY

Required by leading international consulting group for long standing department. Requires first class secretarial skills, good educational background and an ability to work under pressure. Word processing skills and ability to use W.P. essential. Good telephone manner. Competitive salary including performance bonuses and other benefits offered. Please contact Mrs M. Bostock, Group Personnel International Inc., Adia House, 84/86 Regent Street, London W1R 8PA 01-493 6181

OFFICE MANAGER

Responsible for the smooth running of a highly successful London Rite company. Good typing skills. CAREER IN ADVERTISING £2,000 (package £2,000) Creative personality along with responsible shorthand skills. Excellent career prospects assured. Age pref. 18-25. MONEY ORIENTATED £7,500+BONUS. Enjoy an international atmosphere at PA in a successful office. Please contact Elizabeth Hunt, Recruitment Consultants, 21 High Street, London EC2A 7DL. Phone 623 4638

EXECUTIVE SECRETARY

To £12,000 Based in the City this small, but successful firm of commodity brokers seek a very efficient & professional executive secretary to their MD. You'll need a senior level work history & 120/80 skills. Age 30+.

01-236 3712 City 01-499 8070 West End

Elizabeth Hunt

RECRUITMENT CONSULTANTS

PA/Audio Secretary

We are 3 young partners Chartered Surveyors who have just opened a new Westminster office and require a lively, office to organise us and run the office. A good salary will be offered to the right person who will have a high standard of typing (min. 3 years experience) and plenty of initiative. No Agencies. Phone: Jones, Hubbard, Hawkins, 01-222 4434

GRAD CAREER OP MARKETING

The Research Dept of this expanding, dynamic company offers a unique opportunity to Graduate interested in a career in Marketing. A bright, alert-thinking personality with good personal presentation skills is more important than work experience. Accurate 50 wpm typing essential. Good promotional prospects. Salary to £7,000. Please contact Susan Beck, Recruitment Consultants, 21 High Street, London EC2A 7DL 01-236 3712

SECRETARY/ADMIN ASSISTANT

To join small team in busy Central London office of growing private aircraft company. Good negotiable salary is offered together with travel concessions for person able to undertake secretarial, administrative and PA duties. Write in first instance enclosing full c.v. to Graham Pasquill, Chief Executive Director, Business Air Centre Limited, Brettenham House, Lancaster Place, London WC2.

TEMPORARIES CONTROLLER

At least £10,000 to start

Co-ordinating a team of highly skilled secretarial temporaries is a challenging job. We now need a further temp controller in order to cope with our increasing business demand. If you have previous Agency experience and would like to join a thriving specialist temporaries consultancy who offer meaningful career prospects, telephone Ely Negler on 629 9863

KINGSWAY

Temporary Staff Consultants

629 9863

EXECUTIVE SECRETARY

MD of small recent on, looking for bright dedicated assistant to work in busy department - sense of humour essential. Salary £10,000 to July. Heat, Carve Courts, Mutual House, 103 Regent Street London W1.

PA Secretary

Small Consulting Engineering Practice requires experienced, part-time Secretary. Varied workload. Hours and Salary negotiable. Contact: Mr Bennett 636 7102

ENGLISH/ITALIAN SECRETARY/PA

West London Tour Director seeks responsible bilingual sec/PA over 30 with sound sec and admin exp, at managerial level. Applications to: KATHLEEN SHERMAN, Single of Italy, 41 Shepherdess Walk, London W1R 8PS Tel: 01-748 3588

SECRETARY

required by Director of Property Development company in Mayfair. Good shorthand and typing speeds required. Salary c. £9,000. Telephone: 01-491 2880

BOOKKEEPER IN CHELSEA

Bookkeeper/Secretary required mid-March by agents for luxury flats in Chelsea. Accurate bookkeeping to trial balance (Milestones system) essential plus ability to type interesting work. Good salary. Phone 589 0086.

SECRETARY/PA to MD

We need an audio-secretary for our busy Managing Director in the Knightsbridge office of this major Canadian Corporation

Salary around £8,000 - negotiable

Please send information about yourself & your career to:

Sara Dodds, WESTERLY PAPER SALES LTD, 98 Whitechapel Lane, E1 1NF or ring on 01-581 7876

INVOLVING PA POSITION

£10,500+

Representative office of a US bank seeks top level, sophisticated PA for a Senior Vice President. The right candidate will have experience in banking with high volume and good skills (100/50), a lively personality, excellent shorthand and typing skills, and a keen interest in the bank's business. You will represent the bank in dealing with high status clients and must therefore enjoy public contact and cope calmly and efficiently in an often hectic but never boring environment. Your initiative and humour will prove invaluable. Location: modern office near to Liverpool Street. Age 25-35.

01-606 1611

Senior Secretaries

Recruitment Consultants

P.A. ST JAMES'S

£9,250

This may be the job with total involvement. The ideal candidate of a company involved in investment in high tech services wants to apply his/her level education and secretarial skills to a challenging and exciting job. You will represent the office during the day, but will also be responsible for the office during the evening. You will have a high standard of shorthand and typing skills, and a keen interest in the office's business. You will be able to cope calmly and efficiently in an often hectic but never boring environment. Your initiative and humour will prove invaluable. Location: modern office near to Liverpool Street. Age 25-35.

01-623 1294

Bernadette of Bond St.

Recruitment Consultants, 21 High Street, London EC2A 7DL

PORTUGUESE SPEAKER SOUGHT

An excellent client of ours requires a bilingual WAME secretary for one of their overseas branches on an indefinite temporary booking. You should be preferably Portuguese mother tongue of fluent an exceptional grasp of the language. Please ring us if you fit the above requirement and would like to hear more.

174 New Bond St, W1

International Secretaries

01-493 7000

FASHION AND FRAGRANCES - W1

£8,000

Well educated and skilled Secretary (100/5

Today's television and radio programmes

Summaries by Peter Dear and Peter Davalle

BBC 1
6.50 Breakfast with Frank...

TV-am
6.15 Good Morning Britain...

TV/LONDON
8.25 Times news headlines...

BBC 2
5.30 Open University: Maths...

CHANNEL 4
2.30 Snooker: Dickie Davies...

Radio 4
On medium wave, also VHF stereo...

Radio 2
4.00 am Colin Barry 1.00 Roy...

Radio 1
News on the half hour from 6.30 am...

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